

Sustainability

Report

2021



CHEMYUNION

Inspiring Innovation



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Introduction

Welcome to the 2021 Chemyunion Sustainability Report!

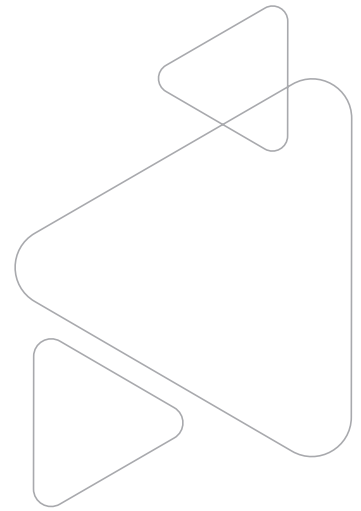
This document addresses the symbiosis of our social and environmental resolutions that took place in 2021 with the Sustainable Development Goals (SDGs) advocated by the United Nations (UN), as well as our results, lessons, and challenges.

Sustainability is a constantly changing landscape that requires both resilience and focus. In this report, the Chemyunion group shares **actions and projects that have reinforced its values that favor a positive impact on the Environment, and society in general, as an effort to build a more conscious, greener future.**

Each of the projects mentioned in this document, demonstrate our commitment to the landscape we live in and our passion for inspiring innovation in everything we do. During the course of this report, our actions toward the globally proposed Sustainable Development Goals will be evident.



SUSTAINABLE DEVELOPMENT GOALS



Meet the SDGs!

The Sustainable Development Goals (SDGs) were recommended by the United Nations (UN), as a global agenda composed of 17 goals and 169 targets to be achieved by 2030. The goal being prosperity and an increased quality of life through a more environmentally-conscious future.

Created in September 2015, the SDGs represent areas that must be nurtured by targeted actions that contribute to health, agriculture, poverty eradication, education, gender equality, reduction of inequalities, energy, water and sanitation, sustainable patterns of production and consumption, economic growth, and so forth.

Each initiative is exemplified by the following icons:



Now that you know a little more about the SDGs, take this opportunity to learn about our sustainable initiatives and actions carried out in the last year. Enjoy your reading!



Message from
the CEO



Marcelo Golino
CEO of the Chemyunion Group



The first steps have already been taken and we continue with daily actions and investments that improve our projects by minimizing their impact on the environment and effectively contributing to the community in which we operate.

In this second edition of our 2021 Sustainability Report we share our continuously improving initiatives, and their results, as inspiration so that everyone can be impacted and share the message that conscious changes are necessary. In this document, we present sustainable and inclusive projects.

In 2021, strategic changes in the market generated new production profiles, which were reflected in Chemyunion's HQ indicators. The production of a greater number of batches, with smaller amounts of product, increased cleaning setups and, consequently, effected our consumption of resources, such as water and energy per kilo (kg) of product produced. We believe, in the face of such challenging scenarios, innovation is the key to finding new solutions. Therefore, we instituted new projects, such as the use of rainwater and the installation of photovoltaic panels, to balance the results obtained through eco-efficient processes.

Additionally, we have obtained Organic Certifications for our plantations and implemented our Zero Waste to Landfill program, with a goal to meet the priority order of waste disposal, overlapping those with less environmental impact, such as recycling and energy recovery.

We believe that good examples deserve to be replicated and that people are the primary transforming agents for the world in which we live. Therefore, being a positive influence and stimulating awareness of the importance of sustainability is a critical part of our purpose as a company.

Through transparent relationships, ethics, and respect for our Employees, Customers, Partners, Suppliers, and the Environment, we seek to continually maintain balance and strengthen our partnerships.

We consider it our duty to give back by providing opportunity, awareness, sustainable business operations, and a better quality of life, through social and environmental efforts that generate value.

Therefore, I invite you to dive into this edition of the Sustainability Report and be part of a better world for everyone.



Chemyunion

Group

We are a chemical industry, manufacturer of cosmetic ingredients, pharmaceutical excipients, food supplements, and supplies for the veterinary market, as well as hygiene and cleaning active ingredients.

We are **driven by nature** and science, with a goal to promote health, beauty, and well-being. Innovating in competitive markets, influenced by constant changes in consumption patterns and global trends, is our daily challenge. Facilitated by employees who are engaged in making a difference, we seek to **contribute positive impacts on both the environment and society**.

Since 1992, we have sought to transform our physical proximity into support and agility for the development of innovative solutions aligned with consumer needs and market trends.

With a global presence and constant investments in infrastructure and training, for the continuous improvement of our operations and quality in processes, our products are infused with the technological expertise

developed by an enthusiastic and passionate multidisciplinary team that took over the challenges of innovating, surprising, and meeting the demands and desires of our customers.

Our research and development platforms employ cutting-edge technologies that are **globally recognized for their sustainability precepts**, reassuring our commitment to the development and manufacture of innovative, sustainable, safe, and high-performance products.

With different business and operational fronts around the world, Chemyunion group remains focused on innovation and development for the segments in which it operates.

We continue to grow, because being **your first choice is what motivates us**.





Innovation and Science aligned with Sustainability

BUSINESS UNITS



TECHNOLOGICAL KNOW-HOW

Delivery Systems

Organic Syntheses

Inorganic Syntheses

Plant-based Extractions

Peptides

Pharmaceutical Technologies

SAFETY AND EFFECTIVENESS

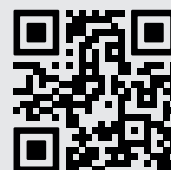
In silico/
in vitro

Ex vivo

Clinical Assessment

Get inspired by
the Chemyunion
Universe!

Learn more



chemyunion.com



Products and their
natural indexes



Cellfie® - Thyme

Chemyunion has made great strides in the development of products that reflect its concern for using natural and natural-derived ingredients, obtained by milder processes, with decreased the use of organic solvents and applied energy.

Product*	NOC (%)
SkinBlitz	96,88
Polluout®	93,20
MitoClean®	100,00
Hebeatol CG	28,05
4MAN	93,51
Sensoveil Soft	99,75
Agen	100,00
ThermoShield Premium	93,85
Sensactive Mild	91,41
Cellfie®	99,60
ProShine®	100,00
Allinea	94,97
Miracne	84,25
Chemyssoap NS	82,45
Iselight	100,00
Restart PRO	90,48

*Tailor-made, B2B2C, animal-derived products, and versions excluded.

One way to quantify the degree of which a company's products are "natural" is through ISO 16128:2016 certification, which provides guidelines on definitions and criteria for natural ingredients and cosmetics. With the metrics established by this standard, it is possible to calculate the naturalness of a project from its development. This allows the formula to be developed to achieve the highest Natural Origin Content (NOC).

Considering the products launched in the last 5 years, 81% of them have a Natural Origin Content greater than or equal to 90%.



Iselight - Resurrection Plant

In line with the Sustainable Development Goals, Chemyunion continues to invest in innovation for sustainable production, focusing mainly on the use of milder processes, with the reduction or absence of organic solvents, upcycling, and natural and natural-derived ingredients.



Certifications and Audits

Respect and protection for the environment are part of our sustainable practices, like monitoring the entire production chain – beginning with the organic cultivation of various raw materials to the creation of innovative products that exceed customers' expectations.

All of our processes and resources are based on Good Manufacturing Practices and guided by various certifications that allow us to take a definitive step towards our goals of innovation, quality, and respect for the environment. Thus, we aim to gain and maintain trust and credibility with our stakeholders.



ISO CERTIFICATIONS

Chemyunion is ISO 14001:2015 certified, an important achievement that aims to eliminate environmental impacts from our processes.

This standard establishes guidelines for efficient environmental management through structured processes in harmony with the Environment. We have now added one more certification to the Chemyunion Integrated Management System, which also includes Good Manufacturing Practices: ISO 22716:2008 and ISO 9001:2015.

In addition to meeting the standard, Chemyunion also innovates through the creation of projects such as sustainable landscaping and waste generation awareness, strengthening the sustainability mindset inside and outside the company.



ECOCERT AND COSMOS

Chemyunion's portfolio has validated ECOCERT and COSMOS products, whose main objective is to ensure production and environmentally correct and safe processes for human health. Thus, we seek maximum traceability of our ingredients, using them in processes that reduce or eliminate substances harmful to the environment and human health.



ORGANIC CERTIFICATION

In 2021, we also received an Organic Certification for the raw materials grown on the land surrounding our headquarters.

This is made through actions such as the sustainable use of natural resources, proof of the origin of seeds and seedlings, and the application of inputs approved by regulatory bodies. This achievement provides direct benefits to sustainability, as it encourages the maintenance of rural communities and the protection of the Environment.

Now, in addition to the Melscreen® Coffee EL DEO ORG and Melscreen® Coffee ORG products, we have certified organic raw materials, such as *Physalis angulata*, *Thymus vulgaris*, and *Bidens pilosa*, used in the production of Physavie®, Cellfie®, and Revinage® products, respectively.



Physalis angulata



Thymus vulgaris



Bidens pilosa



SMETA AUDIT

We regularly follow up with the SMETA Audit, an audit methodology designed with the best ethical auditing techniques in mind. SMETA considers the four pillars of Sedex (Supplier Ethical Data Exchange):

Work, Health and Safety, Environment, and Business Ethics, in addition to using the ETI (Ethical Trading Initiative) code and local law as a measurement tool.

Chemyunion constantly seeks to meet legal, environmental, and social requirements, using the SMETA audit to confirm our commitment to ethics. This practice allows us to earn respect and trust from Clients and partners worldwide.

The information in this section refers to the parent company - Chemyunion Ltda.



Innovation and Science for Sustainability

17 PARTNERSHIPS FOR THE GOALS



The Chemyunion group has the technological expertise and is committed to innovation for a better future in all aspects. With constant investments in infrastructure and technical training in delivery systems, plant extractions, peptides, organic and inorganic syntheses, and pharmaceutical technologies - we have a modern structure and state-of-the-art equipment for the development and manufacture of innovative and sustainable products.

The company adopts an open innovation model, constantly working to expand its network of strategic partners, whether for cooperation agreements, supply, or technology transfer. This guideline has been largely met through numerous forms of interaction with universities (including scientific publications generated through such relationships), but also through scientific cooperation agreements and the provision of new technologies with large-sized companies.

Chemyunion invests around 7% of its net income every year in research and development activities, in addition to having a passionate multidisciplinary team that strives daily to innovate and overcome all challenges in the development of solutions and ingredients. "We want to make a difference and develop ingredients that are truly competitive and superior. An excellent example is Cellfie®: we have carried out numerous comparative tests against the main benchmark in the biological filler category and, in all studies, whether in vitro or clinical ones, Cellfie® was shown to be statistically superior", exemplifies the Research, Development and Innovation Director, Wagner Magalhães.

The Innovation area also has Sustainability in its DNA. A line of research that reflects this is the chemical synthesis, through the adoption of Green Chemistry precepts in synthetic processes. The non-use



of toxic organic solvents, low energy consumption, use of materials from renewable sources and efficient processes that minimize environmental impacts, and generating biodegradable ingredients are some of the pillars that make up our sustainability-focused foundations. Another process that contributes to environmental preservation is the development of ingredients obtained through Supercritical CO₂ Extraction. This high-efficiency technology adopts the isolation of bioactive molecules without the application of organic solvents and does not generate waste in the environment.

Thus, the company continues to build a consolidated and conscious path to continuously innovative deliveries. "We have many projects that portray excellence in terms of innovation, such as lines of research involving new ingredients for food supplementation, products of biotechnological origin, or even the synthesis of peptides that symbolize Chemyunion's affection for modern, intelligent, and sustainable processes", says Magalhães.



Innovation and
Science for Sustainability



Upcycling concept as an inspiration for ingredient solutions

It encompasses the process of creating something new from what would otherwise be discarded, promoting its reutilization. It is a redefinition of the material that would become waste, leveraging its original properties to give life to a new material, which is different from recycling which aims to extend the life cycle of the same material.

Present in several segments such as fashion, cuisine, decoration, and so forth, upcycling has also been seen in the cosmetic market, since we live in a reality of natural resource scarcity, and consumers are looking for more sustainable products. Therefore, applied to the reality of the cosmetics area, upcycling is based on the transformation and/or use of waste, from numerous sources, into functional ingredients.

In line with its objectives of innovation, quality, and respect for the environment,

Chemunion has two products that fit this upcycling concept: Ecoffee® for skin care and Allinea for hair care.

Ecoffee® is obtained from green coffee (*Coffea arabica*) cake using the following process: the oil fraction of the seeds is extracted from cold pressing, creating another product in the portfolio, Melscreen® Coffee Org, and the waste from this process, also known as cake, is rich in antioxidant phenolic compounds.

Green coffee extract

Coffea arabica

Green coffee
seed



Green coffee
oil



Cold
pressing

Allinea has a lignin derivative (sodium lignosulphonate) in its composition, an abundant, low-cost component, that comes from a renewable source. Furthermore, it is generated as a by-product in biorefineries and pulp industries, and only a small part of this generation is used to manufacture value-added products. Allinea's hydrophilic derivative of lignin has a fundamental action on the hair's keratin, contributing to the closure of the cuticles.

There are several significant reasons to bet on upcycling, but the most important one is based on sustainability, since waste generation in the most varied sectors, as well as the proper destination of such materials, is one of today's biggest challenges.

Although the waste targeted for use in the cosmetic area is biodegradable, a minimum time is required for their decomposition to occur, thus constituting a source of environmental pollution. In addition to the contamination of water and soil, depending on the accumulation of waste, it can result in a suitable environment for the proliferation of disease vectors, causing damage

to human health and well-being. Another relevant aspect resides in the socioeconomic sphere. The non-utilization of these materials, or their utilization to generate energy by combustion, represents an immeasurable waste of capital annually, in addition to depriving the development of communities that could benefit from the best use and, consequently, aggregation of value of such items.

According to the Research, Development, and Innovation Director, Wagner Magalhães, reuse is an "environmentally friendly" reality and is part of Chemyunion's plans. "Today we have established upcycling as a priority. We have representatives of this concept with a strong focus on the use of waste from the food sector, more precisely with fruit peels and pomace. Moreover, within a research platform that aims precisely to identify the potential for bioactivity within a large library of raw materials, we devote special attention to the investigation of waste and by-products from different production chains. So far, we have already identified materials of this nature with extreme potential for application in the cosmetics area and which, in the near future, will compose new ingredients in our portfolio", he adds.



By Wagner Vidal Magalhães

RD&I Officer





Zero Waste to Landfill



The reuse of waste generates new possibilities

Proper waste disposal is a global concern, especially for companies that generate large amounts of waste product every day.

According to Law no. 12.305/2010, Art.3, established by the Brazilian National Solid Waste Policy, large generators (manufacturers, industries, distributors, and commerce) have a shared responsibility for the life cycle of their products, in order to minimize the volume of waste generated, as well as reducing the impacts caused to human health and environmental quality.

Chemyunion has been developing a selective collection for decades, through exclusive instruction, training, and awareness-raising communications on the matter. Specific locations were implemented

for the separation of waste into classes, such as Paper, Plastic, Glass, Metal, Hazardous Waste, and Common Waste (non-recyclable). After separation, these materials are collected by the responsible suppliers and then submitted to specific treatments and destinations.

In 2021, the company started the process of sending common waste to energy recovery, which was previously sent to landfills. This initiative was implemented through our Zero Waste to Landfill program, which aims to meet the priority order of waste disposal, overlapping those with less environmental impact, such as recycling and energy recovery.



Through this project, we make use of the calorific power contained in waste by transforming it into renewable energy. For this to occur, alternative technologies to landfills are used, such as incineration, gasification, pyrolysis, and co-processing in clinker kilns, among others.

As a result, in 2021 Chemyunion sent 82.1% of its waste to the Zero Waste to Landfill initiative, leaving only 17.9% to Landfill, which means 130 tons of waste reused. This directly reduces impacts on the Environment, such as the generation of effluents

and soil contamination, in addition to contributing to the reuse of waste in environmentally appropriate destinations. This process also contributes to a circular economy, in which there is an improvement in the use of natural resources, optimization of manufacturing processes, and prioritizing durable, recyclable, and renewable inputs. In the coming years, Chemyunion expects to increase these figures, further improving its environmental management processes in order to become a company with 100% waste reutilization by the end of 2022.



Sustainable energy

For five years, the Chemyunion's HQ has added renewable sources acquired from the Free Energy Market, such as hydro, wind, and solar systems, to its infrastructure, aiming to preserve the environment by reducing the impacts generated.

Consolidating this action even further, in 2021, Chemyunion's HQ obtained the I-REC Renewable Energy Certificate, proving the renewable origin of the electricity consumed within the unit. The I-REC seal certifies the neutralization of Scope 2 atmospheric emissions (emissions generated by electricity consumption), providing greater source traceability for renewable energy and significantly reducing the impact of Greenhouse Gases.



As an expanding project, in search of improvements based on the company's institutional values, Chemyunion recently opened a new administrative building, which will have photovoltaic panels capable of supplying the entire administrative area, and any surplus will be directed to the areas that demand energy at the moment.

Unlike traditional sources such as oil and coal, the use of renewable sources is essential for the protection of the ozone layer, given that these do not generate greenhouse effect gases. In this sense, Chemyunion continues to focus on environmental awareness and the implementation of projects that increasingly reduce the negative impact generated by the processes.



DID YOU KNOW?

Brazil produces

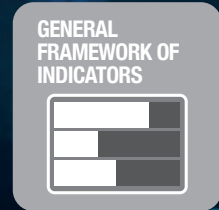
84%

of its energy from
renewable sources.

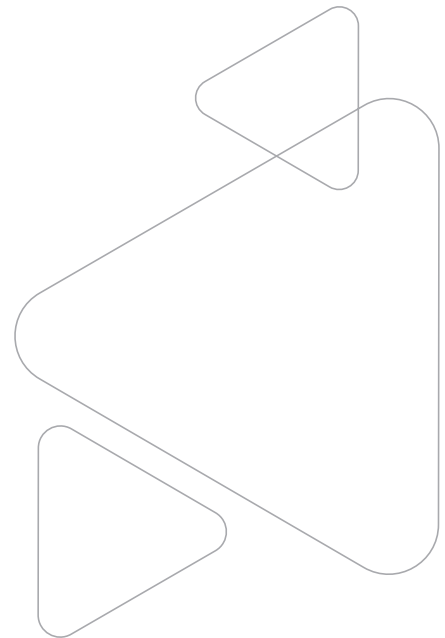




Environmental Results and Indicators



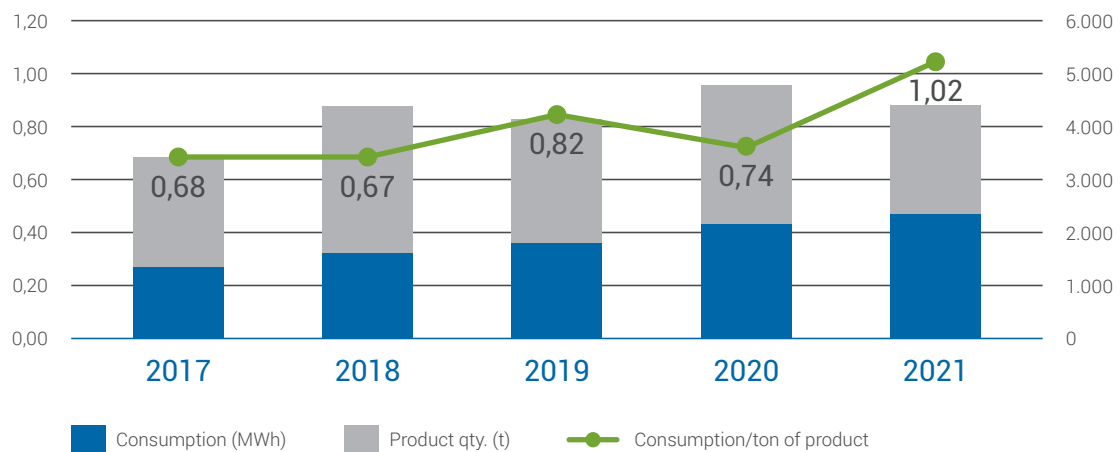
Chemyunion continues to monitor its environmental indicators in order to prevent and minimize the environmental impacts of its processes. Our Environmental Management System has become even more efficient with the obtaining of ISO 14001:2015 certification, which requires rigorous monitoring of indicators such as energy consumption, waste generation, and atmospheric emissions.





ENERGY CONSUMPTION

Year	2017	2018	2019	2020	2021
Consumption (MWh)	1381	1758	1828	2068	2240
Product qty. (t)	2020	2607	2221	2781	2195

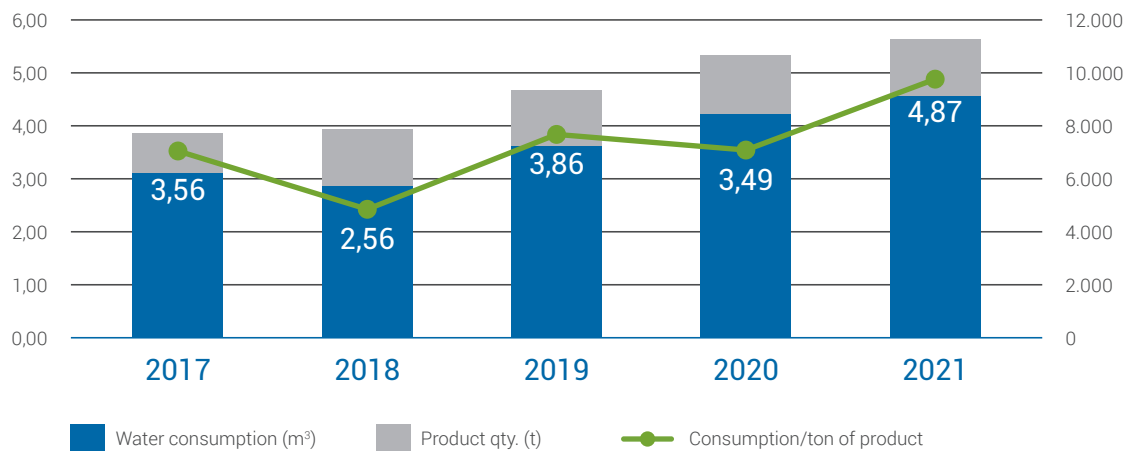


The 2021 increase in energy consumption was due to new operational strategies, given the change in the profile of the production line. Still, Chemyunion acquires energy from renewable sources, which drastically reduces the environmental impacts generated by energy consumption.



WATER CONSUMPTION

Year	2017	2018	2019	2020	2021
Consumption (m³)	7192	6672	8564	9702	10700
Product qty. (t)	2020	2607	2221	2781	2195

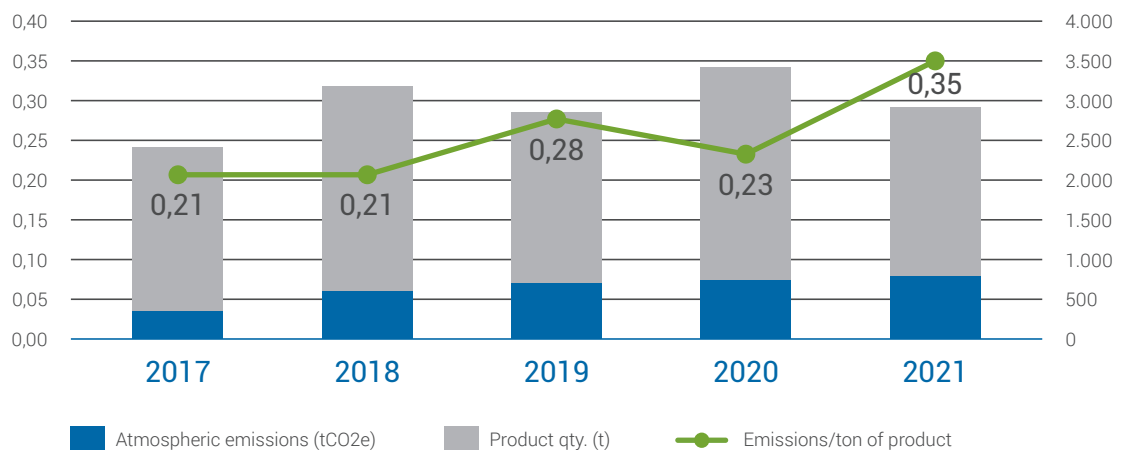


Our headquarters' consumption of water comes from an artesian well. Due to internal paving works for the new parking lot and a change in the production line profile, an increased water consumption occurred in 2021, as expected. On the other hand, we continue to develop projects such as rainwater harvesting and sustainable drainage in our area, which will benefit the preservation of water resources.



CARBON DIOXIDE EMISSION

Year	2017	2018	2019	2020	2021
Emissions (tCO2e)	422	558	617	653	519,41
Product qty. (t)	2020	2607	2221	2781	2195



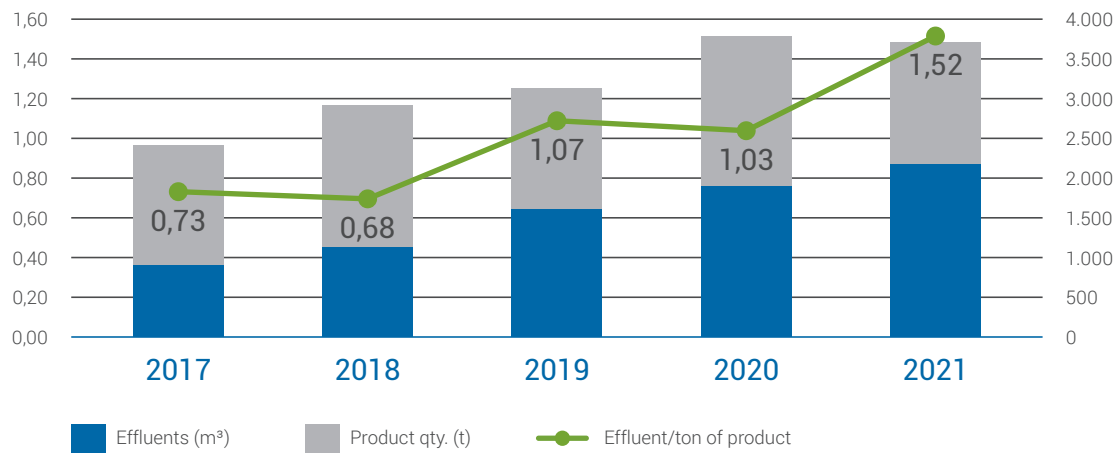
Chemyunion's carbon dioxide emissions are calculated according to the tool provided by the Brazilian GHG Protocol Program, which considers Scope 1 emissions from diesel-powered equipment and Scope 2 emissions from electricity consumption.

In 2021, upon obtaining the I-REC Renewable Energy Certificate, the 292.13 tons of CO₂ into the atmosphere was avoided by Chemyunion's headquarters, significantly reducing the impact caused by Greenhouse Gases.



EFFLUENTS

Year	2017	2018	2019	2020	2021
Effluent (m³)	1476	1782	2384	2858	3343
Product qty. (t)	2020	2607	2221	2781	2195

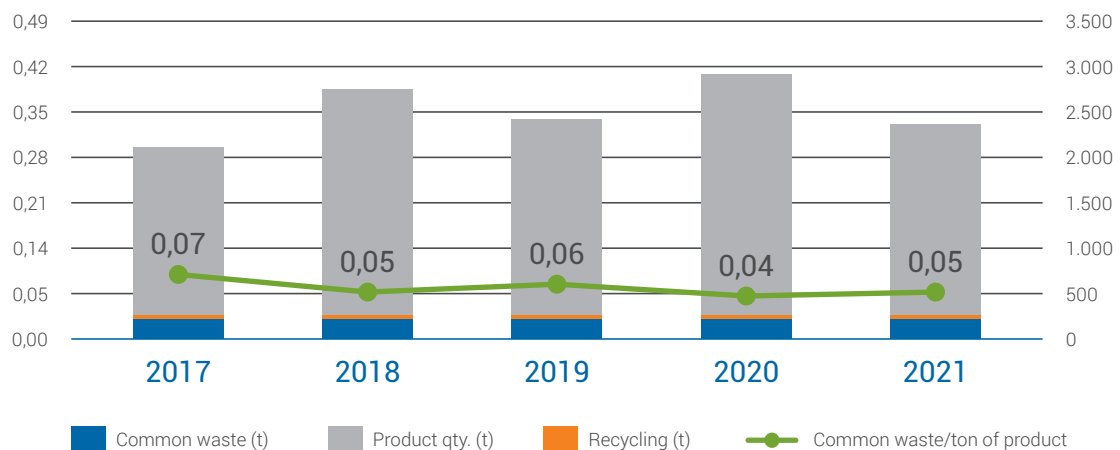


Similarly to energy and water consumption, in face of the change in profile and new line products, we also had an increased effluent generation in 2021, which was also expected and carried in a balanced way. Even so, we continue to apply improvements aimed at stabilizing the process next year.



COMMON WASTE AND RECYCLING

Year	2017	2018	2019	2020	2021
Common waste (t)	140,30	131,48	139,80	123,60	105,34
Recycling (t)	23,01	23,47	20,70	22,17	34,41
Product qty. (t)	2020	2607	2221	2781	2195



The amount of waste generated per ton of production is noticeably low compared to what we produce. Additionally, 82% of our waste is destined for recycling and energy recovery, which are considered environmentally correct destinations and also contribute to society, since the income obtained from the sale of recycled materials is destined for social projects developed in partnership with the community.



Well-being



Actions aimed at improving the quality of life at work

Caring for health and well-being is one of the premises of the Chemyunion Group.

On a daily basis, the company provides its customers with innovative solutions that meet market expectations, so it could not be any different from the actions developed with employees along with social and environmental responsibility.

In addition to initiatives that contribute to the personal and professional development of its successful team, such as career plans and regular programs for professional development, Chemyunion depends on people as major protagonists of its achievements in the competitive market. Therefore, providing working conditions and benefits that contribute to the motivation of its professionals is one of the company's main strategic guidelines.

In 2022, a new administrative building was opened to receive employees, customers, and business partners. With its modern look and technological structure, the new building was designed to be self-sustaining



and has spaces dedicated exclusively to the well-being of employees, such as Espaço Play, a themed room with pool, ping-pong, and foosball tables, TVs, and chalkboard walls.

The building also has Espaço Zen, a space for moments of meditation, reading, and resting. Another place for relaxation and relief from everyday tension is Espaço Massagem, designed to provide therapeutic and medicinal massages given by qualified professionals.

The Front-Office and Back-Office rooms are based on the dynamics of coworking, aiming to promote greater interaction between sectors and making the environment more harmonious and relaxed. There, a walking path was designed around the tables, to encourage breaks and exercising during intense work hours.

The meeting rooms, on the other hand, honor the countries in which the Chemyunion Group is present, through its subsidiaries, and were strategically designed to stimulate creativity and provide resources for online and/or face-to-face meetings.

The auditorium of the new building has a 148-person capacity, with cutting-edge, high-definition audiovisual transmission equipment, interactive screens, air conditioning, acoustic preparation, and an automated blackout system.

In addition to its internal spaces, Chemyunion has a green space around its headquarters, inspired by the idea of native landscaping, which includes plants originating from the Atlantic Forest and Cerrado regions in South and Southeast Brazil, helping to preserve the biodiversity of the region. Different species, such as Ipê Amarelo, Buriti, Jatobá, and others, provide environmental preservation and a natural-looking landscape, which contributes to the well-being and tranquility of all people passing through the place.

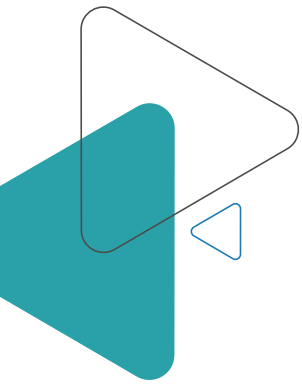
The structure was designed to offer a pleasant place for employees, who spend a good part of their day in the corporate environment, as well as to maintain their body-mind healthy balance, encouraging physical activities, meditation, and well-being. The company also raises awareness



of a healthy and balanced life, through internal communications and campaigns, in addition to reinforcing the importance of respect for the Environment in the world we live in, one of the institution's greatest values.

Chemyunion recognizes the importance of continuous improvement of its processes, so it conducts frequent Organizational Climate surveys to raise the level of satisfaction of its teams and propose initiatives that are designed to improve the work environment and generate positive results for the company.





Sustainable Landscaping

Respect and protection for the environment are part of Chemyunion's values, so in 2021, with our goal to recover the headquarters green area, the group joined a sustainable landscape project, developed by Cardim Arquitetura Paisagística, which consists of forest recomposing around the unit, through the planting of species that make up the local biome native vegetation.

The initial densification had more than 15 thousand seedlings between bedding and trees, such as Norantea, Lantana, Ipê, and Jequitibá Rosa. According to the creator of the project, the architect Ricardo Cardim, the company is one of the pioneers in creating an industrial sustainable landscaping project targeting native Brazilian species. "Chemyunion will be a pioneering company in transforming its industrial plant into a space for appreciation and education on native Brazilian biodiversity."



DID YOU KNOW?

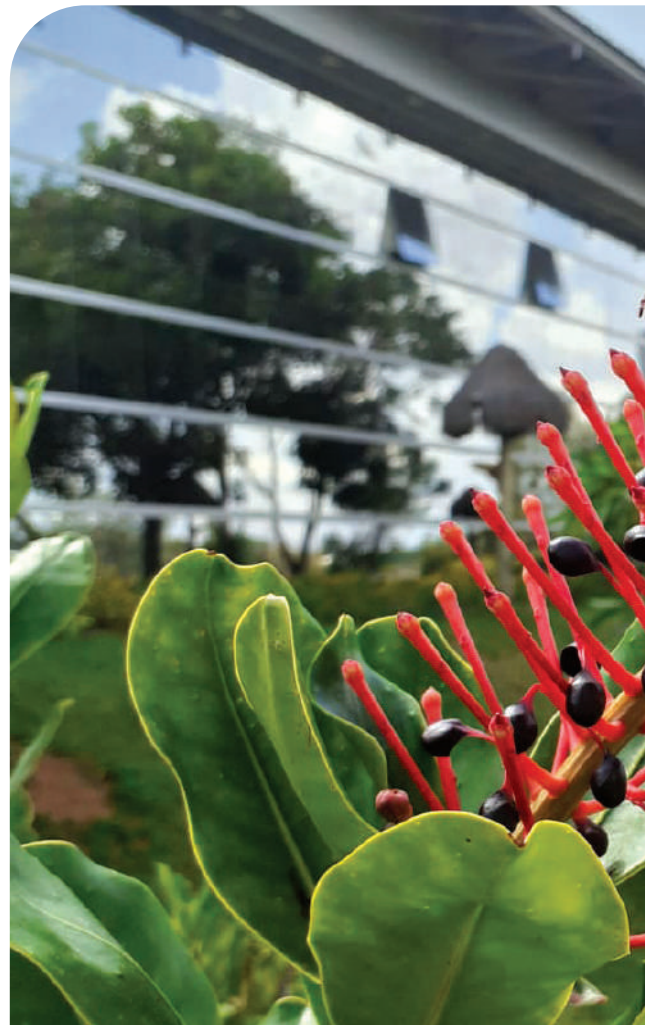
The Cerrado is the second largest biome in Brazil and South America. Considered one of the world's biodiversity hotspots, it makes up about 22% of the Brazilian territory, however, several species of plants and animals are at risk of extinction, due to the large deforestation and changes attributable to human occupation.

**Total area protected
(legal reserve)**

42 thousand m²

**Total area recovered
(planting phase 1)**

1308 m² of bedding and 352 seedlings including bushes and trees



Lantana



All green areas will receive a new restorative landscaping project with the exclusive use of native species from the Atlantic Forest and Cerrado biomes, presenting these little-known beauties of our flora, such as the diadema, the “golden flower of the forest” and pau-jacaré, a tree with a surprising bark that looks like a reptile’s skin. Furthermore, the project also foresees an “indigenous orchard”, with dozens of native fruit species strongly related to Brazilian culture”, Cardim explains.

DID YOU KNOW?

The Atlantic Forest is the biome that has suffered the most from human occupation, with only 29% of its original cover still remaining today. Its forests and other ecosystems are responsible for the production and supply of water, fertility, and soil protection, in addition to oils and substrates.

Norantea



Ricardo’s proposal consisted of the healthy development of the environment, respecting nature and its inhabitants. The connectivity of tree fragments next to the Legal Reserve contributes to increasing local biodiversity, attracting birds, butterflies, and bees, in addition to reducing ambient temperature and purifying the water absorbed by the soil.

Ricardo Cardim

Architect at Cardim
Landscape Architecture





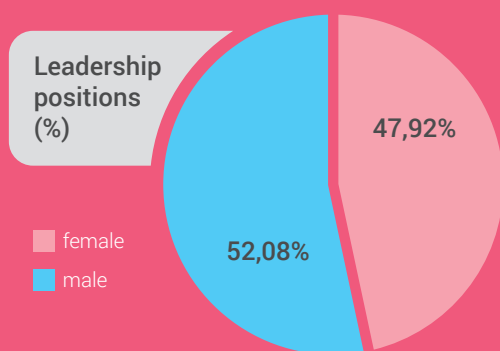
Representation is empowering



Over the years, gender equality, based on respect for women's rights, has become a topic of great concern in the corporate environment – in addition to the fight against discrimination. This topic was even incorporated into the list of Sustainable Development Goals, as recommended by the UN, aiming to achieve gender equality in corporate, educational, and social spheres and stimulate female empowerment.

For Chemyunion, providing equal opportunities, conditions, and rights to both men and women is an obligation and the path toward a better future. The company seeks to maintain a balanced workforce, with men and women occupying every position, including leadership. Thus, employees generally feel represented and motivated to seek advancement in their positions, as they identify real growth possibilities.

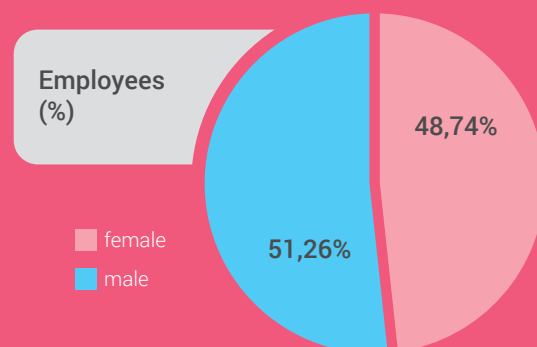
The current table of leadership positions in the HQ is shown in this graph, with equal representation of both genders:



One of the values endorsed by the company is "attracting the best people and making them even better", aiming to add new experiences and know-how to the company and its employees.

With a multidisciplinary team made up of researchers, engineers, chemists, pharmacists, biologists, and other professionals in the field, the company is passionate about innovating and overcoming all challenges in the development of solutions and ingredients, day after day.

The general headquarter staff is shown below, indicating a balanced scenario for both genders:

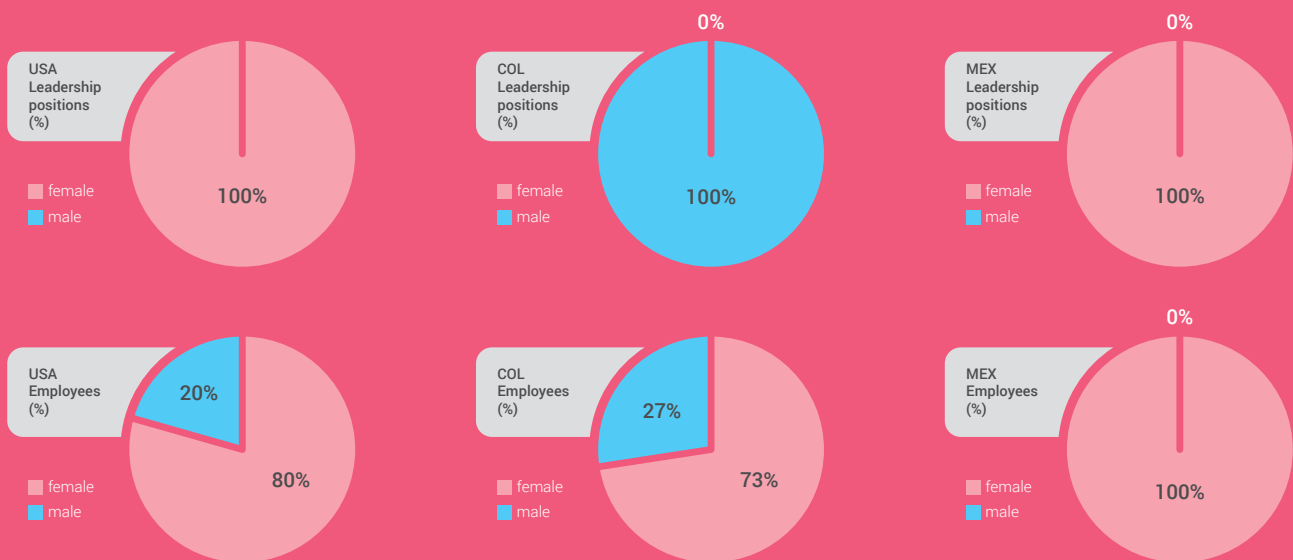


"In the course of these 8 years as Cleaning & Conservation Leader, I see that the path here has brought a lot of development for me and my team. I feel more confident in making decisions and am grateful for the recognition and trust. I have no doubt that female leadership is essential for gender equality within a company and being part of Chemyunion increasingly shows me this evolution", says Gisele Silva, Cleaning Leader.

Gisele Silva
 Cleaning Leader



Chemyunion also depends on cultural diversity, covering different markets, on a global scale. Currently, the Chemyunion group is present in more than 50 countries through its affiliates in the United States, Colombia, Mexico, and Europe, and through its distributors, continuing to expand internationally. Gender equality remains a premise in all units, aiming to obtain increased female representation throughout the corporate environment. Check out the list of employees in each country:



The company seeks to implement actions that provide a safe work environment, free from discrimination or harassment of any nature, with the implementation of a Whistleblower Channel, generation of new benefits for employees, development of programs for training, management and leadership, quality of life and well-being, and so forth.



INNOVATE FOR THE FUTURE



CHEMYUNION

Take a
look at
our future
projects

For us, innovation for a better future is more than a sustainability motto. It is taking actions that ensure the quality of life for future generations. Thus, we present five projects that will drive this movement in the coming years.



1. ORNAMENTAL LAKE AND SUSTAINABLE DRAINAGE

The initiative to include an Ornamental Lake in the HQ consists of adding fauna to the local biome, including native fish species and greater flora coverage around it. The water lost from the lake due to evaporation will be returned by capturing rainwater on the roofs of the structure. This water will also be used for irrigation of Chemyunion's Sustainable Landscaping, as the result of this Sustainable Drainage project that works to optimize the use of water resources, avoiding the increased consumption of treated water.

2. BOTANICAL GARDEN

With respect for the environment and society, the Chemyunion group is implementing a Botanical Garden at its headquarters, which provides for the planting of species used in some of the company's portfolio products. The project goal is to make employees and visitors aware of our raw materials' plant-based origins and the sustainability that surrounds Chemyunion's DNA. Moreover, tree species native to the local biome and their seedlings will be cultivated and donated to company employees. This project will encourage environmental education through communication about the importance of green areas and the problems generated by deforestation and climate change.

3. SUSTAINABLE ENERGY

In 2022, Chemyunion expanded its facilities with the inauguration of a new administrative building, featuring photovoltaic panels to supply energy for the building, thereby reducing its energy consumption and environmental impact.

4. ZERO WASTE TO LANDFILL

The great challenge for 2022 is to allocate 100% of the waste generated by Chemyunion to the Zero Waste to Landfill initiative, that is, to ensure that all waste has environmentally appropriate destinations, such as energy recovery and recycling. The project aims to eliminate the negative impacts of disposal in sanitary landfills, benefiting the environment and society.

Acknowledgment



We are greatly proud and thankful for all our employees who were and are part of Chemyunion's history. Thank you for contributing to our growth and maturation as a company, which is founded on principles of ethics, transparency, commitment, and respect for people and the environment.

To those directly involved in the preparation of this Sustainability Report, we give our most sincere acknowledgment for their commitment and dedication to completing yet another successful product.

We hope that, throughout this document, we can demonstrate our commitment to constantly evolving in our sustainability goals and actions, in addition to inspiring customers, business partners, suppliers, and everyone around us, to take more and more actions aimed at improving people's lives and their futures.

We still have the feeling of motivation to continue with the good practices and of deep admiration for the team that makes this project a viable reality.



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