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# Sustainability Report 2022



PEOPLE



PLANET



PRODUCT

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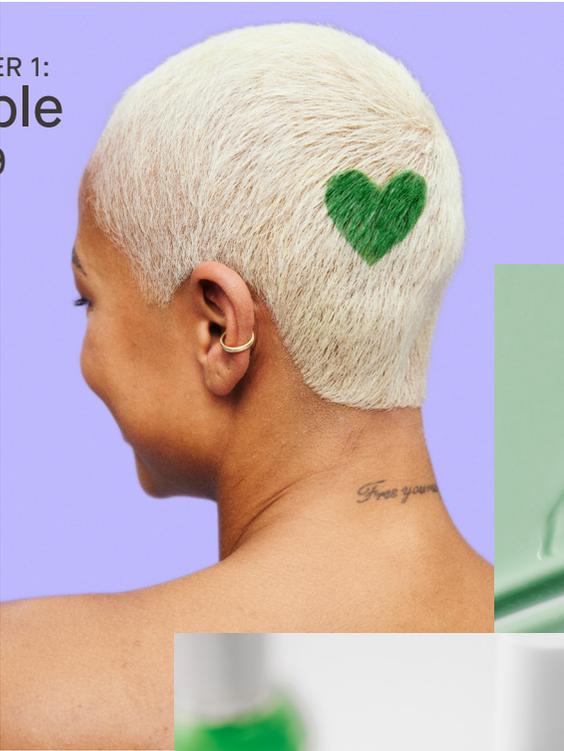
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# The year in brief

Social responsibility and sustainability are always high on our agenda at KICKS and the past year has been no exception. We have continued to work and strive towards strengthening our existing initiatives on an ongoing basis, as well as introducing new ones, and I am pleased to see that these issues resonate widely not only within our organisation, but with our customers too. This is particularly heartening at a time when a devastating war is raging not far from our borders and the economic situation is in turmoil, because our approach is based on the idea that together we can and want to do more.

During the year, as part of our diversity and inclusion

activities, we started using a recruitment tool to make our recruitment process even more skills-based without unconscious bias, carried out an employee survey on perceived inclusion throughout the organisation and developed an introductory course on diversity and inclusion, which is set to be rolled out in Q1 2023. On top of this, we took part in Järvaveckan (an event in Sweden that promotes democracy and inclusion), celebrated Pride across all our markets and updated our image policy with a checklist for representation based on ethnicity, gender and age and additional restrictions on retouching.

It goes without saying that we have kept up our work on mental health, a core issue for us and one that we have persistently raised. We have also supported Nordic organisations that fight for young people's mental health, both through annual financial contributions and through fundraising campaigns in our stores. March also saw us rapidly organising a store-based fundraising campaign to support UNHCR in response to the invasion of Ukraine. In addition to the amount that our customers contributed to UNHCR, we as a company – together with our sister companies in the Axel Johnson Group – donated SEK 100 per employee.

Over the past year, we have seen a rise in the negative effects of climate change, and with that in mind we are continuing to do what we can within the scope of our climate strategy. Our main focus is on reducing emissions from the manufacturing of the products we sell, which is also the biggest challenge. The first step is to ensure that our suppliers

and producers upstream in the value chain have the necessary capabilities and awareness, so that, by extension, we can not only set requirements to reduce emissions but also work hand in hand with our producers to implement this transformation.

Other climate-oriented initiatives to date include carrying out another packaging and packing review with a view to cutting down on transport of air. Among other things, we have replaced the majority of our wooden pallets with cardboard runners, which take up less space when stacked and weigh about half as much as their wooden pallet counterparts. The cardboard runners can also be recycled; this was a challenge with the

wooden pallets as we had difficulty creating a circular system for them.

Another development over the course of the year is that we stepped up our Beauty Recycling initiative. This involved launching a pilot scheme for collecting cosmetic waste in five Norwegian and five Finnish stores, in addition to the Swedish stores that have already collected over 25 tonnes of cosmetic waste since the initiative was set up. We have also developed physical

Beauty Recycling points for our stores, which give the initiative more visibility and also offer us the opportunity to communicate more with customers and guide them on how to dispose of beauty products in an environmentally friendly way.

In addition to our current focus, we also know that a number of new EU directives on sustainability will be coming into force within the next few years and we have started preparing for this. One example is the Corporate Sustainability Reporting Directive (CSRD). Although the precise nature of the CSRD is not yet set, we welcome the fact that it will involve stricter rules in relation to vague environmental claims. This is an important step towards making sustainability performance more transparent and comparable.

KICKS as a company will be steadfast in its efforts to promote social responsibility and environmental sustainability – because we can and want to do more in the future too.



Freddy Sobin  
CEO

*“Our stores have collected over 25 tonnes of cosmetic waste since the initiative was set up.”*



# About KICKS

The leading Nordic beauty chain

**As the leading beauty chain in the Nordic region, KICKS offers a mix of external brands and own brand products. Our customer promise is to inspire our customers to explore their own beauty.**

## What we do

KICKS offers a holistic concept in makeup, fragrance, skincare and hair care. With well-trained beauty experts and an omnichannel solution – in which physical stores and e-commerce are closely integrated – KICKS offers personal and inspiring beauty services and over 35,000 products from more than 300 brands. At 90 of our stores in the Nordic region, we also offer our Treat by KICKS service concept with a range of beauty treatments. KICKS has around 230 stores in Sweden, Norway and Finland.

KICKS has the Nordic region's biggest customer club within the field of beauty with more than three million members. The number of new members increased by 695,000 between January and November 2022 and this figure is rising every month.

Last year we also saw the launch of our KICKS Beauty Talks online community, which has now grown to become a popular beauty hub. This provides a platform for the 100,000 members to share their favourite products and beauty hacks, for example, or take part in competitions.

KICKS was founded in 1991 by KF, Kooperativa Förbundet (Swedish Co-operative Union). Since May 2002, KICKS has been part of Axel Johnson AB, which is owned by Antonia Ax:son Johnson and family.

## Governance

Responsibility for sustainability is shared by everyone at KICKS, although the ultimate accountability rests with the

CEO. Sustainability means running operations at a high ethical standard where the risk of corruption is minimised in order to protect people and the environment, and where the KICKS brand doesn't risk negative reputation. As a profit-making company, we have a responsibility to ensure that financial profitability is created in a sustainable way that

protects the world around us. This responsibility is delegated to the KICKS CFO, with support from the senior management team. Overall responsibility for sustainability issues is delegated to the sustainability manager, while social sustainability regarding employees is delegated to the Head of HR at KICKS. Today KICKS has a Head of PR & Sustainability and two sustainability specialists, based in the Marketing department.

## Key policies

Each new employee is given an introductory package containing central policies

relating to zero tolerance with regard to discrimination and harassment, working conditions, sustainability and a code of conduct, which is known as the Code of Business Ethics. This code includes zero tolerance with regard to bribery and corruption and must be signed by all employees.

All of KICKS' contractual partners are required to understand and sign KICKS' Supplier Code of Conduct, the amfori BSCI Code of Conduct, which covers social, environmental and business ethics aspects. Compliance with the Code is followed up through third-party audits of suppliers in risk

countries, according to the amfori BSCI risk classification.

- Code of Business Ethics
- amfori BSCI Code of Conduct
- Health and safety policy
- Sustainability policy
- Diversity and gender equality policy
- Human rights policy

## About the report

This report relates to KICKS Group AB, corporate ID number 556432-9281. KICKS reports its sustainability efforts on the basis of the sustainability aspects deemed to be of significance with regard to the company's operations and stakeholder expectations. The sustainability report is inspired by GRI standards. The KICKS Board of Directors is responsible for the sustainability report and for ensuring it is drawn up in line with the Swedish Annual Accounts Act. This is our sixth sustainability report. It covers the 2022 financial year and all parts of the company.

## KICKS operations

### SWEDEN

130 stores and kicks.se

1,605 employees in sales, warehouses and the head office

### NORWAY

68 stores and kicks.no

675 employees in sales and a small office

### FINLAND

31 stores and kicks.fi

285 employees in sales

## Purpose

We exist to set beauty free.

## Promise

We inspire people to explore their own beauty.

## Core Values

We **engage** with our customers, each other and the world around us.

We **execute** with determination, precision, and passion.

We **excel** with the ambition to always beat yesterday.

# Our sustainability goals

The KICKS sustainability strategy is based on three pillars:

- People
- Planet
- Product

People	Target	Outcome	UN global Sustainable Development Goals
Percentage of employees who have signed the Code of Business Ethics	100%	100%	
Percentage of employees with an international background	20%	32%	
Equal proportion of women and men among employees	40/60	96% women	
Representation of all age groups among employees	10% up to 29	56%	
	10% 30–39	22%	
	10% 40–49	12%	
	10% 50–59	7%	
	10% 60 plus	3%	

Planet	Target	Outcome	UN global Sustainable Development Goals
Percentage of stores collecting cosmetic waste in Sweden	30%	28%	 
Net zero CO2e emissions from own operations by 2030 (tonnes)	0	615	
50% reduction in CO2e emissions from the supply chain by 2030 (tonnes)	14,250	29,000*	
Percentage of recyclable packaging by 2025	100%	-	
Percentage of packaging made from renewable materials or recycled materials by 2030	100%	-	

\* Based on figures from 2021

Product	Target	Outcome	UN global Sustainable Development Goals
Percentage of sales from our Conscious range	23%	27%	
Percentage of suppliers in high-risk countries that have an approved audit cycle	100%	100%	 
Percentage of sustainably produced palm oil in inhouse brands	90%	96%	  

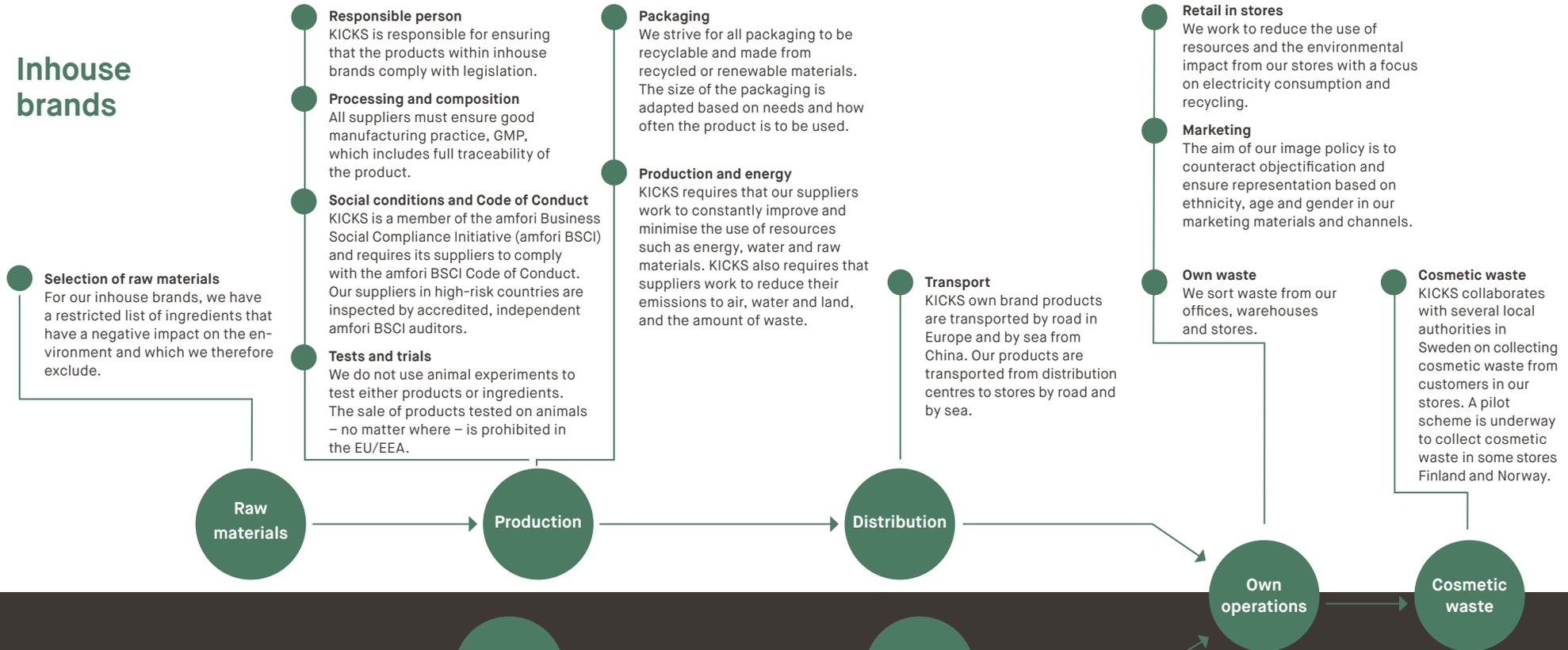
# Risk analysis

Risk area	Description	Risk mitigation measures
<b>Anti-corruption</b>	Corruption attempts Impact of business relationships	Zero tolerance of bribery in the Code of Business Ethics signed by all employees annually
		All suppliers must comply with the amfori BSCI Code of Conduct
		Whistleblowing system for anonymous reporting of suspected irregularities
		Certification scheme for payment of invoices
<b>Environment and climate</b>	Threats to biodiversity	Prohibition against the use of endangered species in products in supplier agreements
		FSC-certified paper or recycled material in inhouse brand paper packaging
		Recycled paper material in e-commerce packages
		Requirements for certified palm oil according to the mass balance principle in inhouse brands
	Environmentally harmful chemicals	Ingredients restriction list for inhouse brands
		Requirements linked to chemicals handling in supplier agreements
	Climate change	Annual monitoring of energy consumption on our own premises
		Use of energy from renewable sources on our own premises
		Energy survey for large companies according to Swedish Law
		Monitoring of emissions from production of inhouse brands and external brands
		Requirements for reduced energy consumption in supplier agreements
		Requirements for reduced emissions in transport agreements
		Requirements for reduced emissions from company cars and business travel
		Annual monitoring of energy consumption from outward transport, business trips and company cars
	Overconsumption of water	Survey of water consumption in production of inhouse brands
		Requirements for reduced water consumption in supplier agreements
	Incorrect handling of cosmetic waste	Collection of cosmetic waste in cooperation with several local authorities in Sweden and as part of a pilot scheme in Norway and Finland
		Customer information about recycling
	Non-recyclable packaging	Mapping of packaging within inhouse brands
		Packaging policy and targets to ensure recyclability

Risk area	Description	Risk mitigation measures
<b>Diversity and inclusion</b>	Unconscious bias in recruitment	Diversity and gender equality policy to reduce the risk of discrimination
	Exclusionary or assimilating work environment	Inclusive recruitment tools that conceal candidates' personal details until shortlisting is complete
	Lack of diversity in marketing communications	Employee survey to measure perceived inclusion within the organisation
	Objectification in marketing communications	Introductory course on diversity and inclusion for all employees
		Image policy to counteract objectification and ensure representation in our market communications
<b>Social responsibility and human rights</b>	Breaches of freedom of association, safety, discrimination	Follow-up on inclusive content and collaborations
		Requirements and follow-up via the amfori BSCI Code of Conduct
	Lack of employment contracts and reasonable working hours and pay	Third-party audits (BSCI, SEDEX with SMETA, SA8000)
	Child or forced labour	Whistleblowing system for anonymous reporting of suspected irregularities
	Health and safety risks, work-related injuries, stress-related health risks and deficiencies in gender equality among employees	Screening of suppliers for inhouse brands based on quality and sustainability
	Health and safety risks and poor working conditions among suppliers	Work environment policy for a good, safe work environment
		Diversity and gender equality policy to reduce the risk of discrimination
		Whistleblowing function that is readily accessible to all employees
		Bimonthly employee surveys with follow-up and discussion in each team
		Systematic work environment management with regard to safety and harassment and the work environment committee
		Prevention of mental illness internally by means of access to motivational talks in the BlueCall app
		Requirements and follow-up via the amfori BSCI Code of Conduct

# Value chain

## Inhouse brands



## Purchase of external brands

### Purchasing

### Distribution

#### Agents and suppliers

Agents and suppliers are responsible for ensuring that the product complies with legislation.

#### Tests and trials

We do not sell products that are tested on animals. The sale of products tested on animals – no matter where – is prohibited in the EU/EEA.

#### Policies and requirements

KICKS is a member of the amfori Business Social Compliance Initiative (amfori BSCI) and requires its suppliers to comply with the amfori BSCI Code of Conduct.

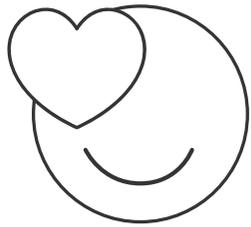
#### Production and energy

We require our suppliers to work for minimal use of resources such as energy, water and raw materials, and that they work to continuously reduce the amount of waste and emissions to air, water and soil.

#### Transport

Suppliers are responsible for delivering their products to our distribution centres themselves. Products are transported from distribution centres to stores by road and by sea.

CHAPTER 1:  
**People**



**Employees • Customers • Diversity  
and inclusion • Mental health**



# KICKS employees

Our most important asset

**Our employees are our most important asset. It is through them that we meet customers and the world around us and they are what creates value for the company. We are constantly striving to ensure that the people who work for us feel good and motivated, that they feel involved and able to make a difference, and that they have opportunities to develop. We are also keen to make sure that nobody is treated badly or discriminated against, irrespective of gender, background, age or other factors.**

The goal of KICKS' work environment management is to create a physically, mentally, socially sound and evolving workplace for all employees, where risks of occupational injuries and other health issues are prevented. The manager of each unit is responsible for ensuring that our procedures are followed and that a good cooperative relationship is maintained with our health and safety representatives. Our efforts to ensure an ideal work environment are clarified in a work environment policy and governed by current work environment legislation, rules and regulations. They are also reinforced with KICKS' own guidelines, procedures and processes in this area. Creating a work environment where everyone can perform at their best is important to us. KICKS' ambition is to be at the forefront at all times, so our systematic work environment activities are a top priority on both an operational and a strategic level. Health and safety work varies between the different workplaces. In stores, for example, we focus a lot on safety and security, while in e-commerce our attention shifts more towards ergonomics.

Learning and skills development are important if we are to provide the current and future skills needed at KICKS. Our

learning is mixed, i.e. a combination of digital courses, webinars, physical meetings and training in different parts of everyday working life. Various training opportunities – including *KICKS Academy*, our digital training portal – allow employees and managers to take part in learning activities so that they can develop in their roles. The training portal is available 24/7 and offers courses, podcasts and e-books in a number of areas. The range of courses includes KICKS Beauty School, training courses and inspiration relating to internal and external brands, in-store services, leadership programmes, procedures and guidelines. We also offer certification in makeup, skincare and fragrance in collaboration with external partners.

During the year under review, we also developed and rolled out the *KICKS guiding principles* as part of our work on strengthening the leadership within the organisation. These guiding principles provide an important framework for managers. In addition, we held workshops with managers based on working through leadership skills, which gave us a further boost in prioritising our efforts to develop confident and robust leaders.

**Target: Every year, all employees must sign the KICKS Code of Business Ethics**



2022: 100%

## Whistleblowing

	2022
Whistleblower reports	22
Corruption cases	0

KICKS has a whistleblower service in place so that employees can anonymously report suspicious activity that could seriously affect the company or a person's life or health, or that fails to comply with our company's values and principles on business ethics. 22 incidents were reported via the whistleblower service in 2022. Following closer investigation, one of these cases was classed as whistleblowing and the other 21 as HR matters.

## Sick leave in 2022

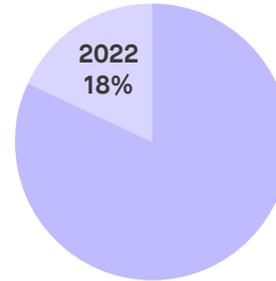
	2022
Sweden	6%
Norway	6%
Finland	6%

**Training courses completed**

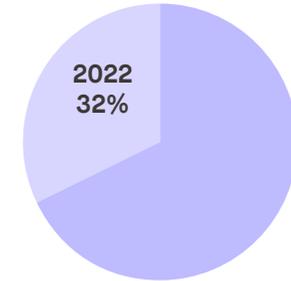




**Target: 20% of managers should have an international background**

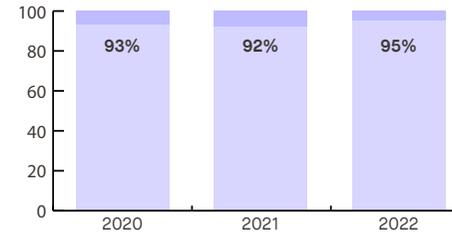


**Target: 20% of employees should have an international background**

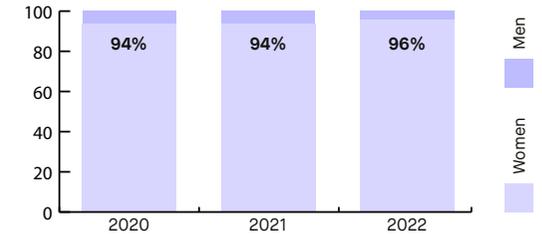


The figures are based on KICKS Sweden. We do not monitor this in Finland and Norway yet.

**Target: 40/60 distribution between women and men among management**

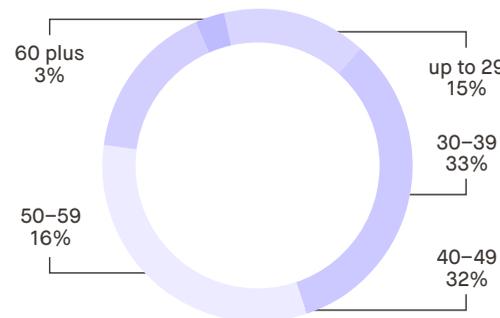


**Target: 40/60 distribution between women and men among employees**

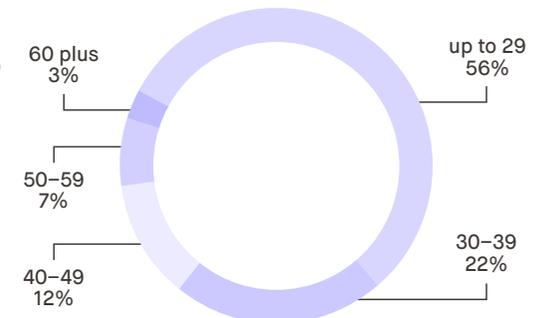


We are constantly working towards achieving a better balance between female and male employees, including by communicating the benefits of this. We also clearly outline our aims in our recruitment policy and consciously use wording in recruitment advertisements that is designed to attract more men.

**Target: Age range – at least 10% in all age groups among management**



**Target: Age range – at least 10% in all age groups among employees**



# Our customers

## Engagement that is clearly evident – and growing

**KICKS members and customers show a clear presence and willingness to engage in our channels, both on kicks.se and in KICKS social media. To get even closer to our customers, we launched the KICKS Beauty Talks community, which is now a popular hub for anyone with a passion for beauty.**

Our KICKS Beauty Talks community was set up in 2021 as a digital forum for anyone interested in beauty. Community members can share beauty tips, get inspiration, offer one another guidance and talk about their personal beauty routines. There are also discussion forums, a member chat function, competitions and challenges designed to encourage a high level of member engagement. The more active members are, the more benefits become available to them. Members also have the opportunity to become beauty testers, which means they get products sent to them at home that then write honest reviews about them on KICKS Beauty Talks. One thing members say they particularly like about the community is its accepting atmosphere; they appreciate the fact that people do not judge one another and that everyone has scope to express themselves. The community had 100,000

*“The success of our community is based on having so many members who are genuinely engaged and active.”*

– Claudia Holm, Team Manager  
Project Management, E-com

members by the end of 2022, and based on its current growth rate we estimate that it will reach 110,000 members much earlier than targeted, which was by June 2023. Up to and including November 2022, the community chalked up 50,000 interactions in the form of posts, comments and likes. Thanks in large part to the fantastic commitment of our members, KICKS Beauty Talks even won the “Digital initiative of the year” prize at the Swedish Retail Awards. The goal going forward for us at KICKS is to carry on driving engagement and to increase the number of members. We will also continue to integrate KICKS Beauty Talks with kicks.se, for example by making it possible to access the community via “Mina sidor” (“My pages”) so that people can switch seamlessly between the platforms.

# Diversity and inclusion

## Investing in the future

**Our diversity and inclusion strategy covers five areas, with activities and targets linked to each area. It encompasses both what we stand for externally and how we work with diversity and inclusion internally.**

Diversity is essential for us to understand our customers and to be relevant. It is also important for us to be able to attract and recruit employees from across the talent pool. The fact that we work with inclusion at the same time – drawing on all experiences and perspectives and ensuring that everyone feels at ease and is allowed to be themselves – is absolutely crucial for us to be able to achieve our full potential and benefit from the advantages of diversity. Over the course of the year, we continued to consolidate our diversity and inclusion work based on our long-term strategy.

### Basic values

#### Measuring inclusion

Together with other companies in the Axel Johnson Group, we carried out an employee survey in 2022 to measure perceived inclusion within the organisation. Measuring inclusion is part of our ongoing efforts to create an optimum work environment and the aim of the survey is to ensure the well-being and psychological security of everyone who works at KICKS. Our measurement results were good overall, but they also revealed areas that we need to work on more going forward, such as aspects relating to feedback culture. The plan is to carry out another inclusion survey in April 2023 to follow up on this. The long-term goal across the Group is to be perceived as the most inclusive organisation in the industry, but since measuring inclusion is something that was only introduced in 2022, we do not yet have a specific target for this.

#### Introductory course on diversity and inclusion

During 2022, we worked on developing an introductory course on diversity and inclusion which will be included in the onboarding programme for all new employees in the future. The aim of this is to create the ideal conditions for all employees to treat one another with respect. The course includes a digital introductory part involving theory (e.g. about what diversity and inclusion mean) interspersed with examples from everyday situations at work. It also features four workshops that run throughout the year and focus on various topics. The plan is to launch the course during the first quarter of 2023.



### Recruitment and promotion

#### Inclusive recruitment

During the autumn, we started rolling out the Teamtailor recruitment tool, which enables skills-based recruitment without unconscious bias. This tool gives us the option to conceal candidates' personal details, such as their name, gender, personal identity number and photo, until a shortlist has been drawn up based on tests, screening questions and profiles. With Teamtailor, we can also make our recruitment processes more automated and attract candidates and build stronger relationships with them on our own careers page. The tool was introduced at our office in December 2022 and rolled out to stores in January 2023.

## Community engagement

### KICKS at Järvaveckan

KICKS played an active part in Järvaveckan, a week-long political event in Stockholm, Sweden focusing on issues relating to diversity, inclusion and social sustainability. KICKS had representatives on site to present the company and appeal to potential new employees.

### Celebrating Pride

At KICKS, we celebrate Pride because all people should have equal value and rights as a matter of course. In 2022, we sponsored Stockholm Pride. We also highlighted the celebration of Pride in our stores, in KICKS Magazine and in inspiring content created by various micro-influencers from our network and published in our KICKS Beauty Talks community and our social media channels.

## Business development

Our aim is to provide a broad range of beauty products that meet a variety of needs and preferences, including widespread availability of products for all skin types and skin tones. We have a wide online range where many of our brands offer over 40 shades of foundation, for example, but we cannot offer this breadth in all our stores due to lack of space. A lot of customers like to try products out before they buy them, especially when it comes to foundations. We are currently looking into how we can increase the availability of testers in our stores.

In 2022, we launched a number of digital tools that enable us to provide our customers with expert support and help solve problems online as well as in person. These tools make it easy to find the right products according to individual needs and preferences.

## Marketing communications

### Inclusive content

Our aim is for KICKS to produce inclusive content that reflects Sweden's demographics and that everyone can identify with. KICKS' target group is wide-ranging and we need to represent it fully if we want to remain relevant and make sure our communications resonate with all our customers. We continuously monitor how we are perceived by our customers through brand tracking, which involves asking them whether they think KICKS is welcoming and offers something for everyone. During 2022, we stepped up our efforts to create inclusive content, for example by developing tutorials for textured hair and highlighting the Muslim month of Ramadan and the Eid celebration.

### Updated image policy

For a few years now, we have had an image policy in place to counteract objectification and ensure representation in our marketing communications. We updated this image policy in 2022 and added restrictions on retouching, both for images that we produce ourselves and those we receive from external brands. This decision was made after a new law on labelling retouched images came into force in Norway earlier in the year, which we welcome. Inspired by the new legislation, we decided not to allow retouching of any images in KICKS' other markets, Sweden and Finland, from 2023 either.



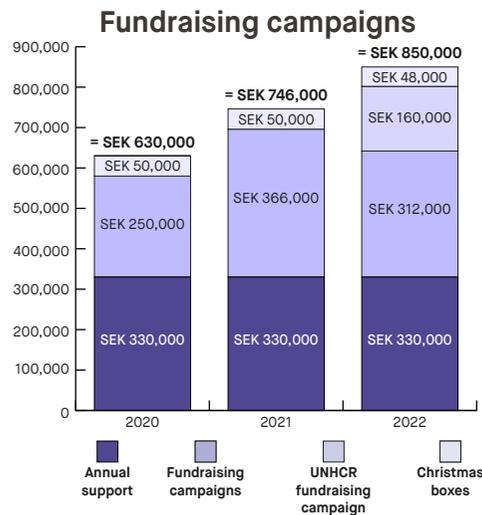
# Mental health

## An issue close to our hearts

**We maintain a long-term approach to boosting mental health among both customers and employees. By highlighting the issue of mental illness, we want to help de-dramatise this topic so that more people feel comfortable listening to others and talking about it.**

KICKS supports and cooperates with organisations involved in mental health as part of our long-term efforts to prevent and raise awareness about mental health issues. In Sweden, we collaborate with Tjeizonen, Sweden's biggest support organisation for everyone who identifies themselves as female. In Norway, we have teamed up with Mental Helse Ungdom, which is working to increase openness with regard to mental health issues and the availability of care. In Finland, we work with MIELI, which runs Sekasin chat to ensure that no young people are left alone to deal with difficult thoughts and serious problems. Every year KICKS grants funding to these support organisations so that they can help more people. In addition to this annual contribution, we carry out two yearly fundraising campaigns in our stores, where our customers are offered the opportunity to round up the amount at checkout for the benefit of the respective organisation in each country. Given that the war in Ukraine had just broken out, the focus of the spring fundraiser in 2022 was turned towards supporting UNHCR and its work to protect people fleeing from conflict.

The autumn fundraising campaign was conducted as usual in support of Mental Helse Ungdom, MIELI and Tjeizonen. Greater engagement from our stores during the year meant that we could increase the total amount raised. For the first time, the autumn fundraising campaign took the form of a promotional competition, with educational material produced beforehand to provide more information about the organisations we support through this initiative.



### Working with influencers

We joined forces with influencers in Finland, Norway and Sweden over the course of 2022 to highlight mental health issues. The profiles we worked with shared their top tips for supporting their loved ones when they are struggling.



*"I've personally had good experiences in getting support and supporting others when going through a tough time in life. And I know how important it is for people to have the courage to talk about it – to show that they care and are ready to help you shoulder some of the massive burdens that are part of life for a while, until you're strong enough to carry the whole load again."*  
– Malin



*"Some days it can feel like an achievement to just get out of bed or to eat something. I usually replenish my energy levels by being active or doing something creative without any pressure, like colouring in a colouring book."*  
– Evelina



*"When you're struggling, you're usually aware of it. I think the hardest thing to hear when you're not feeling great is that it will get better. The moments that helped me were when someone was just there. When you can just hang out and relax without scrutinising all of your problems. Simply being aware that those around you are just there."*  
– Peg

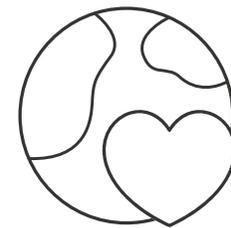
### Talking therapy for employees

Mental health is also something we are focusing on within the company, including through a collaboration with BlueCall. KICKS strives to be an employer that creates the conditions for, and provides support that promotes, physical and mental well-being. Our goal is to create a good, pleasant work environment with an open corporate culture, where people feel comfortable talking about how they feel.

Bluecall is a digital platform offering anonymous talking therapy sessions, digital training, activities and articles aimed at preventing mental health problems. Our employees are offered the opportunity to have free motivational discussions with quality-assured therapists to help them strike a good life balance, both at work and outside their work environment. We believe BlueCall is a great tool that gives our employees the chance to take part in both mental training and motivational discussion sessions. The app is easy to use, and as the calls are anonymous it can offer extra security for users. The hope is that our collaboration with BlueCall will lead to increased well-being among our employees while strengthening their resilience against mental health issues. BlueCall allows us to provide our employees in need of support with a useful tool for dealing with everyday challenges. During 2022, 90 employees used this service.



CHAPTER 2:  
**Planet**



**Climate • Beauty Recycling  
• Packaging**

# Climate

## Next steps to reduce emissions

**We have set challenging and long-term targets for KICKS' work on climate protection. To achieve these goals, we launched a number of different initiatives in 2022 with a key focus on increasing capabilities and awareness in the supply chain.**

The overall objective of KICKS' new climate approach is to reduce our greenhouse gas emissions based on a strategy that is aligned with the 1.5°C target set by the Paris Agreement. The first and most important sub-target is to halve our emissions at the production phase by 2030. In addition, we are aiming to be climate neutral in terms of the emissions that we have control over ourselves in our own operations by 2030. This includes emissions from transport from our warehouses to stores and customers, emissions from our business trips and company cars, and energy consumption on our premises.

In 2022, we carried out an initial analysis of our total emissions in the previous year. The results show that the products we sell account for around 98% of total emissions, which is slightly more than we had previously estimated. These product-related emissions are distributed on a more or less 50/50 basis between makeup and skin and hair care, while accessories make an almost negligible contribution to the total emissions.

The first thing we need to do to cut down on supply chain emissions is to ensure that our producers have the necessary capabilities and awareness, so that, by extension, we can not only set requirements to reduce emissions but also work hand in hand with our producers to implement this transformation. With this in mind, we and other companies in the Axel Johnson Group, in collaboration with Axfoundation and AskKauko, have

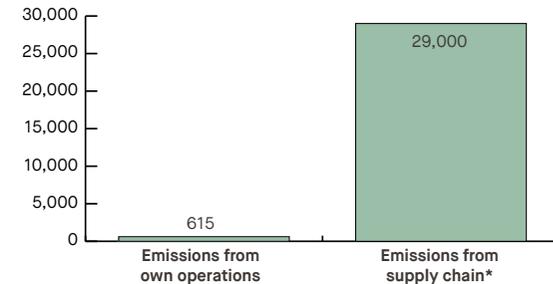
developed a climate education tool, which is designed to help producers enhance their climate expertise and set and formulate emission targets.

To reduce our direct emissions, we are endeavouring to cut back on greenhouse gas emissions from the transportation of air by optimising the size of packaging based on the size and shape of the product. We also require our hauliers to reduce their emissions.

Together with other companies within the Axel Johnson Group, we have also entered into an agreement to build a solar farm with an annual output of just over 30 GWh. Through this scheme, we have signed a Power Purchase Agreement, in which we have committed to purchasing the electricity produced by a solar plant as a way of enabling renewable energy production. Furthermore, KICKS is in the process of building a new distribution centre, which is due to be completed in early 2024, and we will make it a requirement for renewable fuels to be used for all transport to and from this facility.

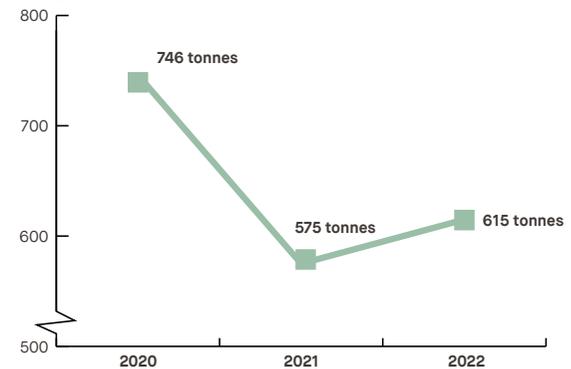
The new distribution centre will also have photovoltaic cells installed on the roof. Some emissions can be reduced through climate-offsetting activities and, according to the target we have set, it is possible for us to offset up to 15% of our emissions compared to the baseline in 2016, which corresponds to 74 tonnes of CO<sub>2</sub>e.

**Target: 50% reduction in emissions from the supply chain by 2030 (tonnes of CO<sub>2</sub>e)**



\* Based on figures from 2021. Emissions from the supply chain are based on purchasing data and externally published emission factors covering raw materials, production and packaging.

**Target: Net zero emissions from own operations by 2030 (CO<sub>2</sub>e)**



Emissions from own operations include energy consumption on our premises, outward transport from our warehouses, business trips and company cars. There is a lack of electricity consumption data available for retail premises located in shopping malls, so direct emissions from own operations may in fact be slightly higher, though this will not have a significant impact on the final result. Emissions from business travel by air have increased from 7 tonnes of CO<sub>2</sub>e in 2021 to 42 tonnes in 2022. The emission figures for transport in Norway and Finland are estimates because the relevant basic data was not yet available at the time of writing this report.

# Beauty Recycling

## Recovering hazardous waste

**Few of us are aware that cosmetic waste, such as nail polish, hair dye, eyebrow dye, perfume, hairspray and so on, contains substances that should be deposited as hazardous waste rather than being flushed down the toilet or disposed of as regular household waste. We guide our customers on how to deal with their cosmetic waste properly.**

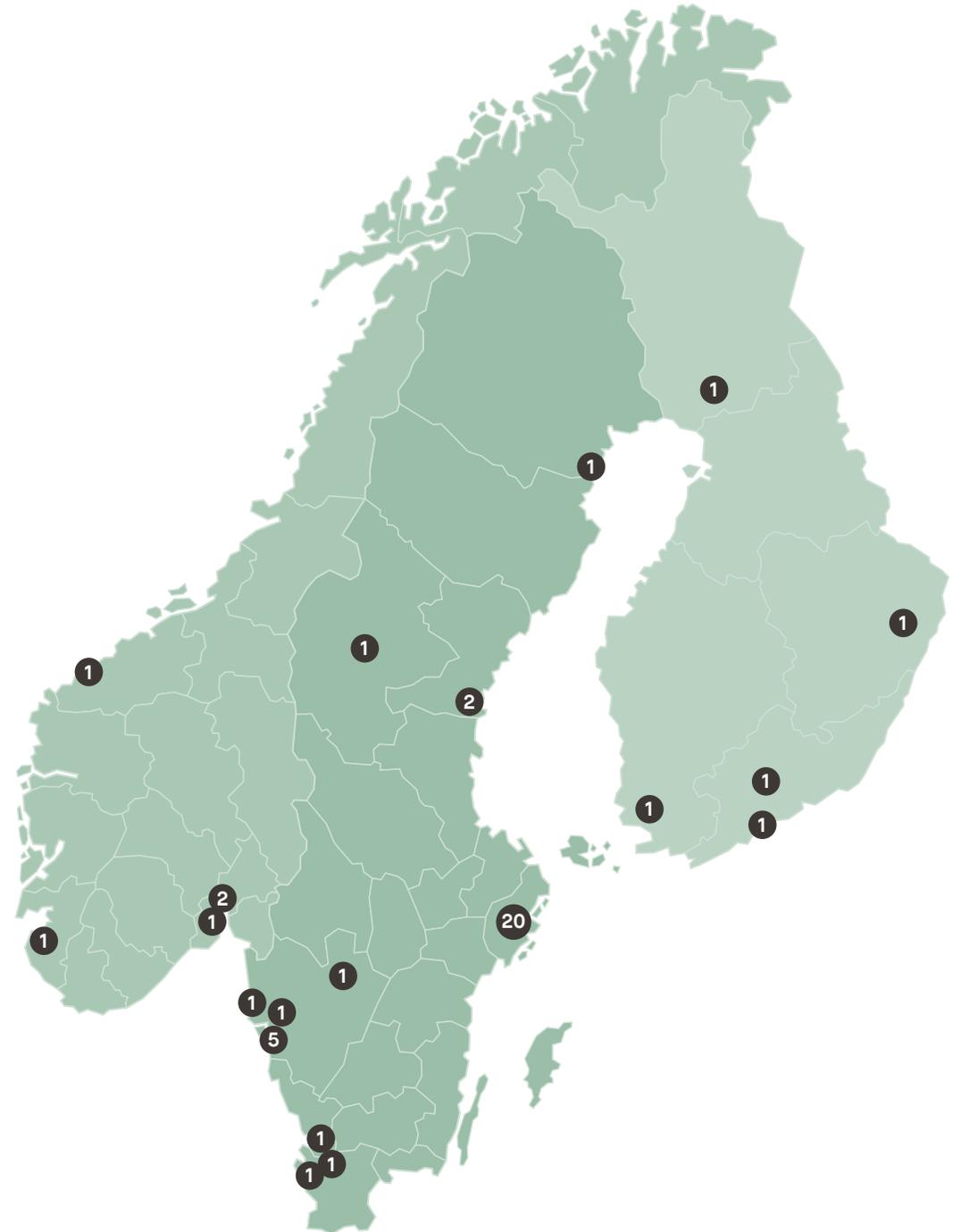
It goes without saying that we want our customers to use up the products they buy, but sometimes people want to get rid of a product even though there is still some left. Beauty products such as nail polish and perfume contain environmentally harmful ingredients that should not be poured down the drain or thrown out with household rubbish.

Previously, it was only possible to take your old cosmetics to recycling stations or centres, which tend to be in remote locations. KICKS wants to help minimise the environmental footprint of beauty products and make them easier to dispose of after use. It has been possible to hand in cosmetic waste, no matter what brand, at many of KICKS' Swedish stores since 2017.

In Sweden, local authorities have a monopoly on collecting consumers' cosmetic waste. KICKS is therefore not allowed to collect cosmetic waste itself and needs to cooperate with the local authorities to act as a collection point for them to gather the waste for processing. In Sweden, our stores accept all kinds of cosmetic waste, i.e. not just items classed as hazardous waste.

The cosmetic waste we collect goes to a special incineration plant for hazardous waste and is turned into thermal energy. In other words, the packaging is not recycled, but the fact that the waste does not end up in the usual flow of household waste is beneficial to the environment.

In Finland and Norway, the rules are a little different. At the end of 2021, an investigation was launched to look into the possibility of setting up a cosmetic waste collection scheme in these two countries too. The investigation was completed in the spring of 2022 and included, among other things, a review of the legislation in each country and interviews with stakeholders. All of the waste contractors involved in the investigation, as well as the key representatives from fire services, trade associations and other organisations who were interviewed, were positive about the idea of collecting cosmetic waste in stores. One significant



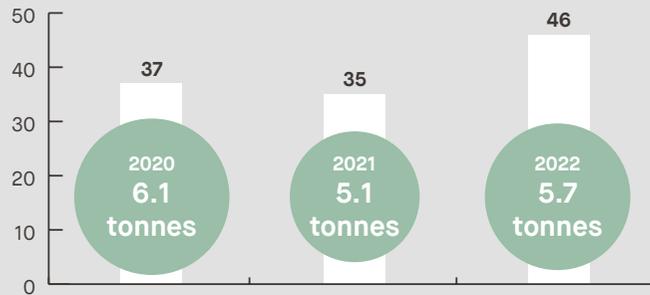
difference when it comes to cosmetic waste collection in Norway and Finland is that KICKS needs to pay for the transport and treatment of the waste collected in stores, unlike in Sweden where the local authorities bear the costs of this.

We are very pleased to report that in November we were able to launch a pilot scheme to collect nail polish and perfumes at five stores in Finland and a further five in Norway. Nail polish removers, hairspray and other products bearing hazard symbols should also be treated as hazardous waste, but it was decided that these types of cosmetic waste would not be included within the scope of the pilot project, partly due to fire safety regulations. Customers are instead being encouraged to leave these items at a recycling station or centre that handles hazardous waste. The pilot scheme will be evaluated in the second quarter of 2023. If it goes well, the plan is to extend the initiative to more stores.

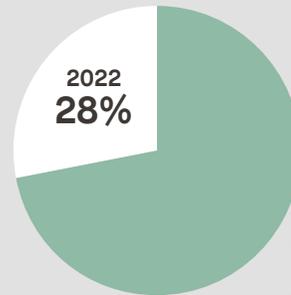
Another new development in 2022 is that we made it even easier for customers to hand in their cosmetic waste in stores. This was done by installing special collection points at 23 selected stores in Sweden, four in Norway and five in Finland, where customers can sort their cosmetic waste themselves. Previously, customers left their cosmetic waste with KICKS staff, who dealt with it by depositing it in a container in the stock room. The aim of the new collection points is to make it both more visibly obvious and easier for customers and employees to dispose of waste in stores. Not all stores have had a collection point installed, simply because they do not have enough space available. The stores that do not have a collection point are still taking in customers' cosmetic waste at the checkout.

With the help of our customers, KICKS has collected over 25 tonnes of cosmetic waste since the initiative was launched in 2017.

**Number of stores**



**Amount of cosmetic waste collected and number of stores receiving cosmetic waste**



**Target: At least 30% of stores in Sweden receive cosmetic waste**

We did not quite reach the target of 30% of stores in Sweden offering collection of cosmetic waste. During 2022, we launched Beauty Recycling in two new local authority areas and stores. Beauty Recycling was also set up in a total of ten stores in Norway and Finland in November, but none of those stores collected waste before the end of 2022.



# Packaging

## More initiatives for increased circularity

**We are continuing to review our packaging and packing with a view to reducing the amount of transported air. 2022 also saw the launch of further initiatives designed to make us more resource-efficient.**

### Packing

Customer orders from e-commerce in Norway and Finland are packed in very large cardboard boxes at our central warehouse before they are shipped out.

Previously, these boxes were placed on wooden pallets, so they could be lifted using a palletiser or forklift truck. During the past year, however, we have replaced a large proportion of the wooden pallets with self-adhesive cardboard runners. One major advantage of using these runners is that they can be recycled. When the shipping boxes are empty, they can be thrown into a compactor along with the cardboard runners to be made into new boxes. One of the challenges about the wooden pallets used previously was that it was difficult to create a circular system, where empty pallets could be sent back to be used again. Furthermore, the prices of wood raw materials have

risen considerably, making wooden pallets significantly more expensive.

Another crucial advantage of the cardboard runners is that they take up less space when stacked, which means that transport can be reduced to. The volume required for stowing boxes with wooden pallets is about 50% more than the volume needed when using cardboard runners and the weight of the runners is less than half the weight of a wooden pallet.

### E-commerce packages

To reduce our e-commerce packaging footprint, we use uncoloured boxes made from recycled materials. Even the paper used to protect the products is made of uncoloured recycled paper. On the inside of

– Annette Johansson,  
Procurement Buyer

the e-commerce packages there is a brief guide to Beauty Recycling and how products and cardboard should be

*“We are constantly challenging ourselves and our suppliers to rethink how we can work with recycled materials or minimise our use of plastic, for example, in a clever way.”*

recycled. In 2022, KICKS won an Axel Johnson award in the “Sustainability Initiative of the Year” category for the recycled paper e-commerce packages launched in 2021.

### Stores

Last year, we developed a new non-woven bag for our stores to replace the largest of our paper bags. This non-woven bag is made of synthetic material, but it offers the advantage of being both practical and durable, so it can be used again and again – unlike the old large paper bag, which is limited in terms of usability and also significantly less durable. Demand for the non-woven bag in stores increased gradually over the course of the year. In contrast, sales of the medium-sized paper bags went down, although sales of the smallest ones went up. This increase is due to a rise in sales through Click Express, as these orders are packed directly in paper bags.

As of this year, all gift cards sold through e-commerce are in digital form, whereas previously paper gift cards would have been sent out to customers. We are also working on making digital receipts a requirement, so that we can replace paper ones.

**Product packaging**

Most of the packaging used for our inhouse brands is made from plastic. Plastic is a really good material in many respects – it’s durable, malleable and light – but the downside of plastic is that it is usually produced using fossil fuels. With our focus on reducing our footprint, we are aiming to ensure that all our packaging is recyclable by 2025 and made from recycled materials by 2030. To help us with this, we have developed a packaging policy to be used as a guide right from the design phase. To keep track of the proportion of recyclable packaging and packaging made from recycled materials, we have previously used the Plastic Progress Tool, which was developed by Axfoundation in collaboration with the companies in the Axel Johnson Group. Unfortunately, this tool has not worked as effectively as expected and, in 2022, we therefore decided to look for alternative solutions with a higher degree of automation.

**Target: 100% of plastic packaging for inhouse brands to be recyclable by 2025**

2021	70%
2022	- *

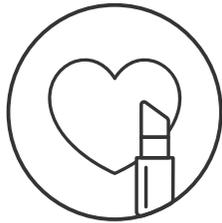
**Target: 100% of plastic packaging for inhouse brands to be made from renewable raw materials or recycled materials by 2030**

2021	0%
2022	- *

\* The method for monitoring this is being revised, so there is no data available for 2022.



CHAPTER 3:  
**Product**



Supply chain • Inhouse brands  
• Conscious



# Supply chain

## The pursuit of fair production

**Like many other players in the beauty industry, KICKS does not have its own factories, but instead works with selected producers that manufacture our inhouse brands. The majority of KICKS' own production takes place within the EU. All makeup is made in Italy, while accessories such as hair and makeup brushes are made in China.**

We require that the factories which manufacture our products take both people and the environment into account. This way, we work systematically and cooperate with stakeholders on these issues so that we can keep improving. It is important to us to ensure that our products are manufactured by suppliers and at factories with decent working conditions, and this is something we are constantly working on. One step taken to ensure this involves auditing our suppliers in high-risk countries in line with a social standard approved by us.

### Requirements

When evaluating new suppliers, we not only check that the supplier is able to offer the right product at the right price, but also that it runs its operations sustainably. To become a KICKS supplier, producers have to meet our requirements, which include both statutory requirements relating to the product and the production process, and specific requirements regarding function, quality and sustainability.

All suppliers must accept our sustainability requirements and our supplier code of conduct, the amfori BSCI Code of Conduct, which is based on the ten principles of the UN Global Compact. The requirements of this Code are in line with e.g. the core conventions of the International Labour Organization (ILO), the REACH chemical regulation and the precautionary principle that we apply in our work and expect suppliers to adhere to. The requirements cover all steps in the production process and

the supplier is responsible for informing subcontractors about our requirements and ensuring that they are met.

### Audit

Besides approving our Code of Conduct, we require all our suppliers in high-risk countries (according to the amfori BSCI risk classification) that manufacture KICKS' own products to undergo an on-site audit and obtain approval on the basis of a social standard. KICKS accepts several recognised social standards for factory audits: amfori BSCI, SEDEX SMETA and SA8000. The inspections are carried out by accredited, independent auditors.

Through our membership of amfori BSCI, we work to ensure compliance with human rights standards and to improve social conditions at the factories that manufacture our products. When the factories are audited, reviews are carried out to ascertain whether suppliers are abiding by the amfori BSCI Code of Conduct – in other words, whether they offer decent working conditions, whether they have safe production processes that do not involve any banned substances, whether water, energy and other resources are used efficiently, and whether the factories implement processes to ensure that toxins are not released into the environment. If non-compliance is identified in factory audits, a corrective action plan is introduced for which the supplier has to demonstrate how the non-compliance is to be tackled and within what timeframe. As

a last resort, in cases where the measures are not considered to be sufficient and the suppliers shows no desire to change, the partnership with this supplier will be terminated. The requirements cover all steps in the production process. The supplier is responsible for informing subcontractors about our requirements and ensuring that they are met.

**Target: 100% of KICKS inhouse brand suppliers in high-risk countries have an approved audit cycle**



No cases of human rights violations were reported during the year. All the factories in risk countries have been audited and have an approved audit cycle.

***A list of our suppliers can be found at the end of the sustainability report***

# Where KICKS inhouse brands are produced



**Sweden:**  
Skincare and hair care products are primarily manufactured in Sweden.

**Italy:**  
All makeup is made here.

**China:**  
Accessories such as hair and makeup brushes are manufactured in China.

# Our inhouse brands

## Strict requirements for ingredients

**The KICKS Inhouse Brands team works with a list of restrictions to ensure that all products from KICKS' own brands do not contain ingredients that are harmful to the environment or to health. It is essential that all cosmetic products comply with the EU Cosmetics Regulation. The requirements in the list of restrictions are stricter than the legal requirements and are based on the precautionary principle. Catarina Åberg, Regulatory Manager at KICKS Inhouse Brands, talks about how we deal with this restriction list.**



### What does having a list of restrictions mean in practice?

"Cosmetic products placed on the market within the EU/EES are regulated by the Cosmetics Regulation. The Cosmetics Regulation places requirements on production, distribution, documentation and traceability, as well as on which ingredients can be used with or without restrictions. All products must be safe for human health during normal or reasonably foreseeable use. This means that they have to undergo a safety assessment carried out by a third party with toxicological training, who examines the raw material and product documentation along with test results on the product to make sure it is safe to use.

In addition to the Cosmetics Regulation here at KICKS we set specific requirements at ingredient level for our own brands. The requirements for our own list of restriction lists are stricter than those imposed by the Cosmetics Regulation and are geared towards problematic ingredients which may be allergenic, for example, or which have properties that could have a negative impact on the environment. One example is that we apply a ban on polyfluorinated substances, known as PFAS, which are hardly biodegradable at all. PFAS may sometimes be used in cosmetics for their water-repellent properties, to make makeup last a long time during the day and to get a nice finish."

### What are the key items on the list of restrictions and how do you deal with them?

"As well as not allowing certain ingredients, we have a general requirement regarding purity. Some ingredients may contain

harmful trace elements or contaminations and we want to make sure that excessive levels of these do not get into our products. This may also include prohibited substances regulated by legislation, such as formaldehyde, which is highly allergenic. We also require the use of certified palm oil. Palm oil is a raw material commonly found in a large number of cosmetics ingredients and by demanding the use of certified palm oil as standard, we can help preserve biodiversity and ensure that valuable rainforest is not cut down. We also set requirements for packaging, as this accounts for a large part of a beauty product's total environmental footprint."

### What makes palm oil problematic and why is it needed in products?

"Palm oil is a fantastic raw material that is used to produce a wide range of common ingredients in beauty products, partly because it is odourless and tasteless and has

softening properties. It is also by far the most efficient oil crop in terms of land use. It uses a quarter of the land required for coconut palms to produce the same amount of oil. The problem with palm oil is that its cultivation is poorly regulated and large-scale cultivation has given rise to a significant environmental impact as rainforests have been cut down."

### What are your packaging requirements?

"Our requirements for packaging are quite complex. As well as being compatible with the product formulations so that there are no interactions between them, packaging also needs to be adapted to the viscosity of the product and it has to last over

time. We also impose environmental requirements on packaging, such as avoiding the use of dark-coloured plastic and ensuring that packaging is made of monomaterials so that it can be recycled. We are also making an effort to increase the amount of recycled material in our packaging."

### How do you ensure that suppliers meet sustainability requirements?

"We conduct third-party audits on all producers in high-risk countries through amfori BSCI. On top of this, we are in the process of developing a method for evaluating producers, both as part of our supplier selection procedure and in order to monitor compliance with quality and sustainability requirements. The first step is to screen our existing suppliers."

### How do you keep up to date on the best sustainable alternatives?

"Ongoing market intelligence keeps us updated on new innovations in terms of raw materials and news relating to packaging. When it comes to ingredients, we follow the development of what is known as 'green chemistry', which is all about minimising waste and energy consumption and designing chemicals with biodegradability and low toxicity in mind. Another fascinating area in raw material development is ingredient upcycling. This involves making use of residue streams from raw materials used in the food industry, for instance. Examples include betaine, a plasticiser obtained from the residue stream in sugar beet processing, or the active skincare ingredient xylitol, which is made from a residual product from the wood industry."

*"The requirements for our own list of restrictions are stricter than the Cosmetics Regulation"*

KICKS has nine inhouse brands:

BeautyAct  
BY KICKS

FLAER

KICKS BEAUTY

ATELIER  
ROUGE

SKIN TREAT  
ACTIVE BOTANICAL BEAUTY

MON | SUN

continU

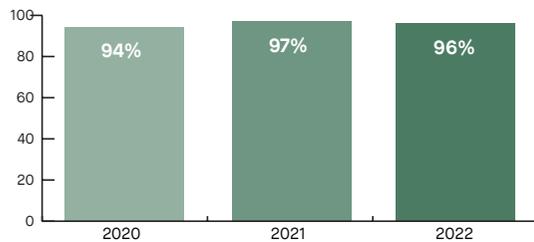
sunny  
stories

BUDGIE

**Sustainable palm oil**

KICKS has signed up to the Swedish Initiative for Sustainable Palm Oil (SISPO), an industry-wide initiative which seeks to make the transition to more sustainably produced, certified and traceable palm oil in items such as beauty products. By setting requirements for certified palm oil, we can help preserve biodiversity and ensure that valuable rainforest is not cut down.

**Target: At least 90% certified palm oil according to the mass balance principle in inhouse brands**



The mass balance principle is an important method for starting a large-scale transition to sustainably produced palm oil. Adopting this principle does not necessarily mean that our products contain raw materials based on palm oil that is produced sustainably – but it does mean that our suppliers pay for an equivalent amount of sustainably produced palm oil. In this way, increased demand is linked to increased production, which drives development forward.

*The list of restrictions can be found at the end of the sustainability report.*



# Conscious

## Our curated product range

**At KICKS, we believe it should be easy for our customers to find products that are good for them and for our planet. This is why we have the following product categories: Fair Trading, Minimal Waste, Locally Produced, Natural, Eco and Vegan Formula.**

Until now, we have used the umbrella name Conscious for our curated product range encompassing various categories. In light of the EU's new proposals for the Corporate Sustainability Reporting Directive (CSRD), which include stricter rules in relation to vague environmental claims, we started restructuring the Conscious range during 2022 to create more clarity.

We welcome the CSRD and the more stringent reporting requirements it brings with it. This is an important step towards making sustainability performance more transparent and comparable, as well as cracking down on greenwashing. However, since customers are also asking for more guidance to help them make more sustainable choices, we will be keeping our existing categories.

### **Fair Trading – certified fair trade products**

There are some beauty products that contain specific ingredients and raw materials which are certified as fair trade by third parties. A certified fair trade label is a guarantee of good working and living conditions for the people who grow and produce the goods, including fair wages and funded community projects to provide clean drinking water and better local healthcare, for example.

### **Minimal Waste – packaging using recycled material and refills**

Packaging alone accounts for a large and significant proportion of the total carbon footprint of beauty products. By highlighting brands and products that offer refill solutions and inventive packaging made from recycled material, we are aiming to help shed light on this issue and reduce waste. For a product to be included in the Minimal Waste category, its product description must state that it is a refill or that its packaging contains

recycled material, to make this transparent and easy for customers to check.

### **Locally Produced – made in the Nordic region**

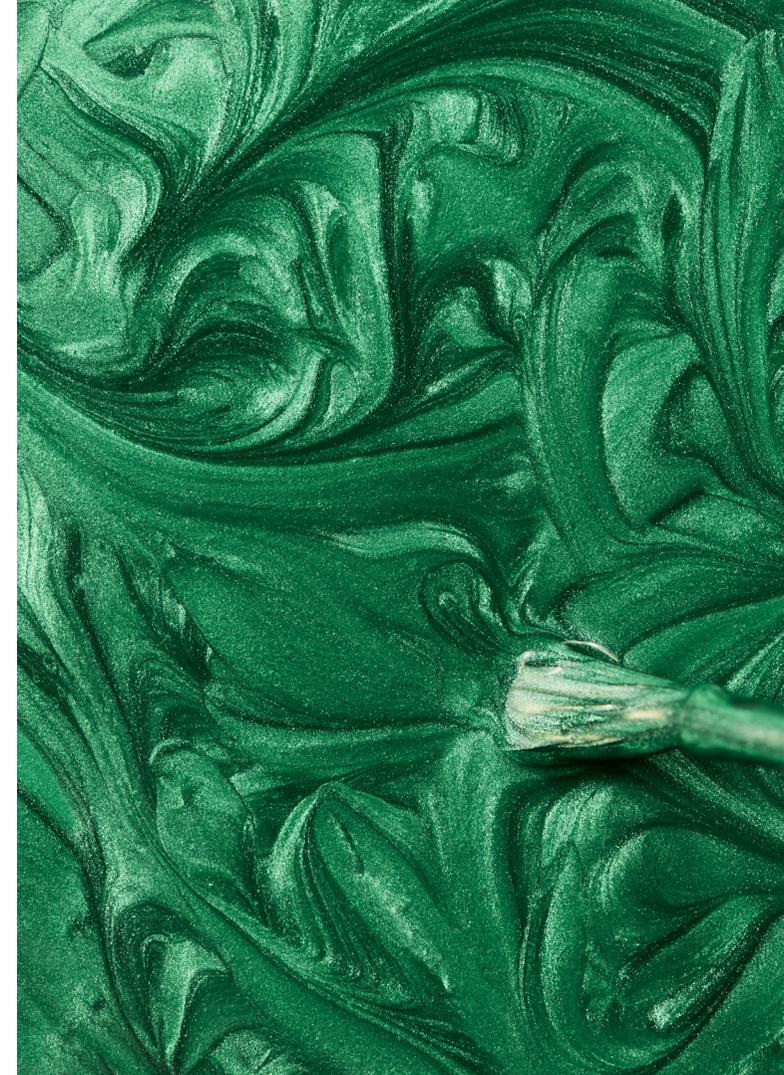
Using locally produced products shortens shipping distances and reduces the products' carbon footprint. We are currently able to offer around 1,500 locally produced products across all our skincare, hair care, makeup and perfume product categories. For a product to be included in this category, a Nordic country of production must be specified in the product information.

### **Natural – 100% natural ingredients**

To keep things as simple as possible for our customers, we have made a conscious choice to include only products with ingredients obtained exclusively from natural sources – whether they are cultivated or wild – in this category. There are several different factors that prompt people to choose natural beauty products. If we focus on the environmental benefits, it comes down to the fact that the base ingredients, which make up most of the product, are natural, such as plant oils – unlike synthetically produced base ingredients, which are very often petroleum-based.

### **Eco – organic ingredients**

Organic ingredients are produced without using synthetic fertilisers or pesticides, which is beneficial in terms of preserving biodiversity. Our requirements for organic content are the same as those set by COSMOS, the international standard for organic and natural beauty products, but products do not necessarily need to be certified. However, the product description must indicate that the product contains organic ingredients.



### **Vegan Formula – no animal ingredients**

Beeswax, silk protein and wool fat are animal ingredients commonly found in beauty products, but this category only contains products that are completely free from ingredients of animal origin.

Our kicks.se, kicks.no and kicks.fi sites offer the option to filter products based on the categories above. Our customers can also find out more about exactly what requirements are set for each category via a direct link to the product page.

Our target for 2022 was for the Conscious range to account for 23% of total sales, which we surpassed by reaching 27%.

# Restriction list for ingredients

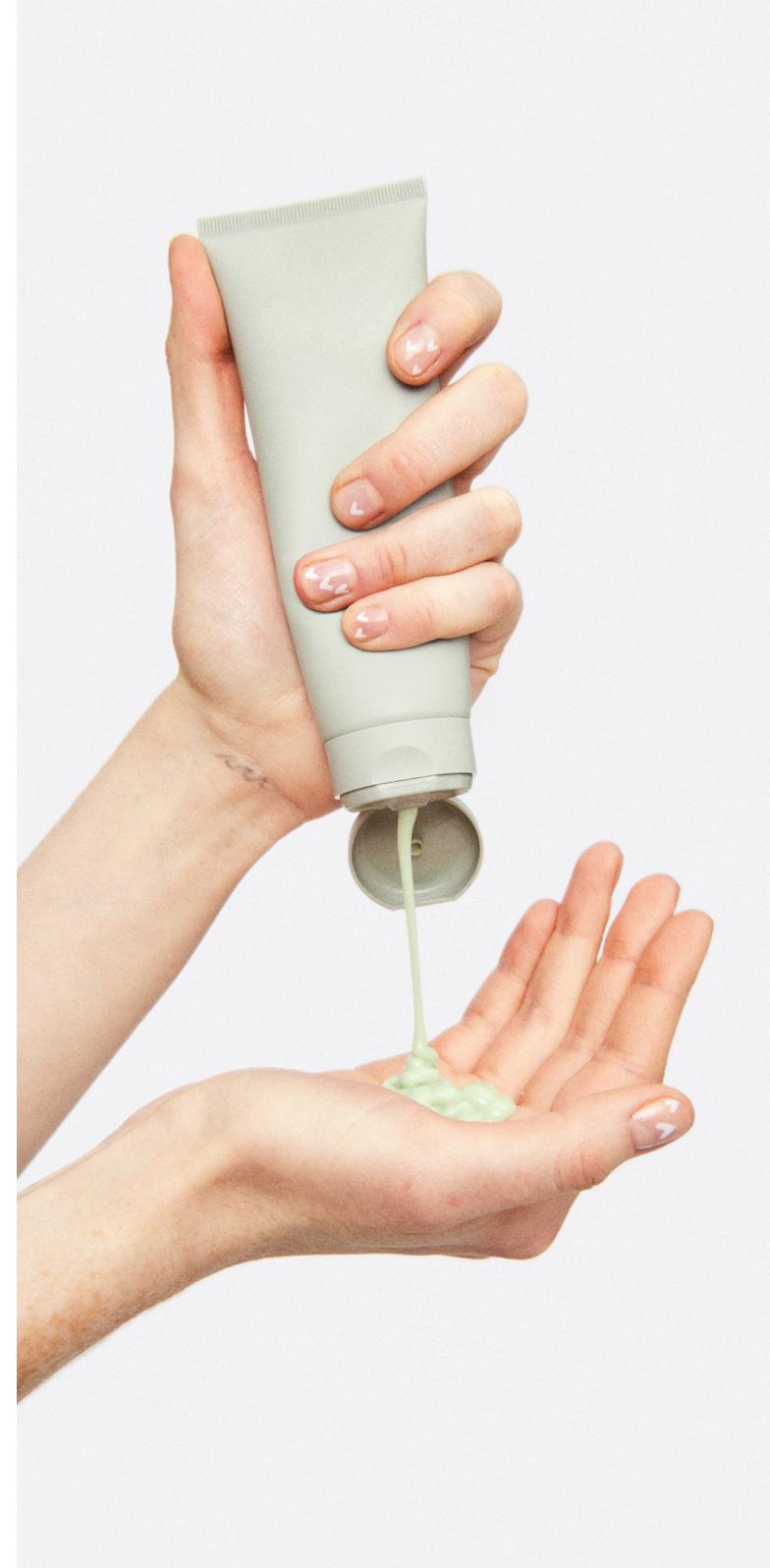
The restrictions below apply to own brand products in addition to relevant EU legislation, such as the Cosmetics Regulation and the REACH regulation.

## Definitions

Criteria	Requirement
Concentration Limit:	The substance must not be present in the product at concentrations above this limit.
Not Detected:	The substance must not be present in the finished product at concentrations above the analytical reporting limit.
Usage Ban:	The substance must not be used in production and it must not be added to the product. Impurities at low concentrations of these substances may be accepted only if technical unavoidable due to e.g. raw materials, formation in the manufacturing process, storage of packaging.

## Abbreviations

Criteria	Requirement
FU	Colony forming units
CMR	Carcinogenic, Mutagenic, or toxic for Reproduction
IFRA	International Fragrance Association
PPM	Parts per Million, also expressed as mg/kg
REACH	Registration, Evaluation, Authorization and restriction of Chemicals
RSPO	Roundtable on Sustainable Palm Oil
SCCNFP	Scientific Committee on Cosmetic and Non-Food-Products intended for Consumers
SVHC	Substances of Very High Concern



## Requirements – All Cosmetic Product Formulations

General	Requirement
<b>EU Cosmetic Regulation, (EC) No 1223/2009 on cosmetic products.</b>	All products must comply with the regulation.
<b>Fragrance</b>	Compliance with the latest IFRA standards
<b>Fragrance Allergens</b>	Fragrance Allergens must be below the limit of declaration in face products: 0.001 % in leave-on products and 0.01 % in rinse-off products-
<b>Microbiological</b>	
Quality For products specifically intended to be used in the eye area, on mucous membranes, or for products with non-woven material integrated with the formulation, for example wet wipes:	
Total viable count for aerobic mesophilic microorganisms (ISO 21149)	< 100 CFU/g or CFU/ml
Pseudomonas aeruginosa (ISO 22717)	Not detected
Staphylococcus aureus (ISO 22718)	Not detected
Candida albicans (ISO 18416)	Not detected
<b>For other products than those specified above:</b>	
Total viable count for aerobic Mesophilic microorganisms (ISO 21149)	< 1000 CFU/g or CFU/ml
Staphylococcus aureus (ISO 22718)	Not detected
Candida albicans (ISO 18416)	Not detected
Pseudomonas aeruginosa (ISO 22717)	Not detected

## Purity Criteria

Substance	Requirement
<b>Cocamidopropyl Betaine (CAPB)</b>	Dimethylaminopropylamine (DMAPA) <10 ppm in bulk raw material.
<b>Ethoxylated Ingredients</b>	1,4 dioxane <10 ppm in all raw materials (i.e. PEG).
<b>Purity of ingredient</b>	Ingredients used shall be of cosmetic or food grade quality. For exceptions contact Axbeautyhouse for approval.
<b>Mineral Oil and Waxes</b>	Must be of food or pharma grade. COLIPA 14 is acceptable.
<b>Nitrosamine combination risk, i.e. amine and nitrite in same product</b>	Must not be in the same product. Applies both to raw material and finished product.
<b>Talc</b>	US CTFA (method J 4-1) or USP (Procedure 2 - X-ray diffraction method) to show absence of asbestos. Shall be of food or pharma quality and comply with UK CTPA monograph/purity or similar to show cosmetic purity.

## Impurities

Restricted Substance	CAS no	Limit/Requirement
Antimony (Sb) Total Amount	7440-36-0	In products containing polyester ingredient In all other products
		Polyester ingredient ≤260 ppm + formula w/o polyester ingredient <10 ppm <10 ppm
Arsenic (As) Total Amount	7440-38-2	3 ppm
Cadmium (Cd) Total Amount	7440-43-9	5 ppm
Chromium (Cr) Total Amount	7440-47-3	10 ppm
Chromium VI (Cr6+)	18540-29-9	Not detected
Cobalt (Co) Total Amount	7440-48-4	10 ppm
Lead (Pb) Total Amount	7439-92-1	10 ppm
Mercury (Hg) Total Amount	7439-97-6	1 ppm
Nickel (Ni) Total Amount	7440-02-0	10 ppm

## Ingredient Restrictions

Restricted Substance	CAS no	Limit/Requirement
Alpha-hydroxy Acids (AHAs)	several	Follow the SCCNFP opinion on Alpha-hydroxy acids - Glycolic acid may be used safely at a level of up to 4% and a pH ≥ 3.8 - Lactic acid up to a maximum level of 2.5% and a pH ≥ 5.0 It is recommended that there should be appropriate warnings to the consumer of: - Avoiding contact with the eyes - Avoiding or affording protecting from UV whilst using products containing AHA because of the suggestion of susceptibility to increased damage from UV
Arachis hypogaea (peanut) oil/extract	8002-03-7	Usage Ban
Benzethonium chloride	121-54-0	Usage Ban
Benzophenone-1	131-56-6	Usage Ban
Benzophenone-3	131-57-7	Usage Ban
3-Benzylidene Camphor	15087-24-8	Usage Ban
Butylated Hydroxyanisole (BHA)	25013-16-5	Usage Ban
Butylated hydroxytoluene (BHT)	128-37-0	Finished Products: Usage Ban
Butylparaben	94-26-8	Usage Ban
Bromochlorophene	15435-29-7	Usage Ban
2-Bromo-2-Nitropropane-1,3-Diol	52-51-7	Usage Ban
5-Bromo-5-Nitro-1,3-Dioxane	30007-47-7	Usage Ban
Chlorhexadine digluconate	18472-51-0	Usage Ban
Chlorhexadine dihydrochloride	3697-42-5	Usage Ban
Chlorhexidine and its salts	55-56-1	Usage Ban

## Ingredient Restrictions

Restricted Substance	CAS no	Limit/Requirement
Chloroacetamide	79-07-2	Usage Ban
Chlorobutanol	57-15-8	Usage Ban
Chlorophene	120-32-1	Usage Ban
Chloroxyleneol	88-04-0/ 1321-23-9	Usage Ban
Chlorphenesin	104-29-0	Usage Ban
Climbazole	38083-17-9	Usage Ban
Cetrimonium chloride (CTAC)	112-02-7	For hair and face products - follow requirements in Annex III in 1223/2009. For use as preservative - Usage ban
Cetrimonium bromide (CTAB)	57-09-0	Usage Ban
Cyclomethicone	69430-24-6/ 556-67-2/ 541-02-6/ 540-97-6	Usage ban
Cyclohexasiloxane (D6)	540-97-6	Usage ban
Cyclopentasiloxane (D5)	541-02-6	0,1 %
Dibromohexamidine Isethionate	93856-83-8	Usage ban
Dichlorobenzyl Alcohol	1777-82-8	Usage ban
Diiodomethyltolylsulfone	20018-09-1	Usage ban
Formaldehyde releasing compounds (e.g. Diazolidinyl Urea, Imidazolidinyl urea, Quaternium-15, Methenamine, DMDM Hydantoin, Benzylhemiformal, Sodium Hydroxymethylglycinate)	Various	Usage ban
Formaldehyde	50-00-0	Usage ban
Hexamidine Diisethionate	659-40-5	Usage ban
Hexetidine	141-94-6	Usage ban
Homosalate	118-56-9	Usage ban
Iodopropynyl Butylcarbamate	55406-53-6	Usage ban
Laurylpyridinium Chloride	104-74-5	Usage ban
4-Methylbenzylidene Camphor	38102-62-4, 36861-47-9	Usage ban
Methylchloroisothiazolinone (MCI)	26172-55-4	Usage ban
Methylisothiazolinone (MI)	2682-20-4	Usage ban
Nanomaterials for which Article 16 of EU Cosmetic Regulation 1223/2009 apply	Various	Usage ban. Article 16 does not apply to nanomaterials used as colorants, UV-filters or preservatives regulated under article 14, unless expressly specified.
Octocrylene	6197-30-4	Usage ban
Per- and Polyfluorinated Substances (PFAS), Including but not limited to:	Various	Usage Ban

## Ingredient Restrictions

Restricted Substance	CAS no	Limit/Requirement
<b>Per- and Polyfluorinated Substances (PFAS), Including but not limited to:</b>	Various	Usage Ban
Acrylates/methoxy PEG-23 methacrylate/perfluorooctyl ethyl acrylate copolymer	N/A	Usage Ban
Acrylates/perfluorohexylethyl methacrylate copolymer	1557087-30-5	Usage Ban
Acrylates/trifluoropropylmethacrylate/polytrimethyl siloxymethacrylate copolymer	N/A	Usage Ban
Ammonium C6-16 perfluoroalkylethyl phosphate	65530-70-3, 65530-72-5, 65530-71-4	Usage Ban
Ammonium C9-10 perfluoroalkylsulfonate	N/A	Usage Ban
Ammonium perfluorohexyl ethylphosphates	N/A	Usage Ban
Ammonium perfluorooctane sulfonate/ammonium heptadecafluorooctanesulfonate	29081-56-9	Usage Ban
Amp-C8-18 perfluoroalkylethyl phosphate	N/A	Usage Ban
Behenyl methacrylate/perfluorooctylethyl methacrylate copolymer	N/A	Usage Ban
Butyl acrylate/C6-14 perfluoroalkylethyl acrylate/mercaptopropyl dimethicone copolymer	N/A	Usage Ban
C20-28 alkyl perfluorodecylethoxy dimethicone	N/A	Usage Ban
C4-14 perfluoroalkylethoxy dimethicone	N/A	Usage Ban
C4-18 perfluoroalkylethyl thiohydroxypropyltrimonium chloride	70983-60-7	Usage Ban
C6-12 perfluoroalkylethanol	N/A	Usage Ban
C6-14 perfluoroalkylethyl acrylate/hema copolymer	N/A	Usage Ban
DEA-perfluorohexyl ethylphosphates	N/A	Usage Ban
Decafluoropentane	138495-42-8	Usage Ban
Diethanolamine perfluorooctane sulfonate	70225-14-8	Usage Ban
Diethylaminoethyl methacrylate/hema/perfluorohexylethyl methacrylate crosspolymer	N/A	Usage Ban
Diocylidodecyl fluoroheptyl citrate	N/A	Usage Ban
Ethyl perfluorobutyl ether	163702-05-4	Usage Ban
Ethyl perfluoroisobutyl ether	163702-06-5	Usage Ban
Hexafluoropropylene/tetrafluoro ethylene copolymer	N/A	Usage Ban

## Ingredient Restrictions

Restricted Substance	CAS no	Limit/Requirement
Hydrofluorocarbon	134A 811-97-2	Usage Ban
Hydrofluorocarbon 227EA	431-89-0	Usage Ban
Isododecyl/perfluorononylethyl dimer dilinoleate/citrate	N/A	Usage Ban
Isopropyl titanium triisostearate/perfluorooctyl triethoxysilane crosspolymer	N/A	Usage Ban
Lithium perfluorooctane sulfonate / lithium heptadecafluorooctanesulfonate	29457-72-5	Usage Ban
Methyl perfluorobutyl ether	163702-07-6	Usage Ban
Methyl perfluoroisobutyl ether	163702-08-7	Usage Ban
PEG-10 acrylate/perfluorohexylethyl acrylate copolymer	N/A	Usage Ban
PEG-10 Nonafluorohexyl Dimethicone Copolymer	N/A	Usage Ban
PEG-12 Dimethicone/Bis-isobutyl PPG-20 Crosspolymer	N/A	Usage Ban
Perfluoro Dimethylethylpentane	502858-18-2	Usage Ban
Perfluoro T-Butylcyclohexane	84808-64-0	Usage Ban
Perfluoroalkylsilyl Mica	N/A	Usage Ban
Perfluorobutylcyclohexane	374-60-7	Usage Ban
Perfluorocaprylyl bromide	423-55-2	Usage Ban
Perfluorocaprylyl triethoxysilylethyl methicone	N/A	Usage Ban
Perfluorocyclohexylmethanol	28788-68-3	Usage Ban
Perfluorodecalin	306-94-5	Usage Ban
Perfluorodimethylcyclohexane	335-27-3	Usage Ban
Perfluoroheptane	335-57-9	Usage Ban
Perfluorohexane	355-42-0	Usage Ban
Perfluorohexyl Ethylphosphonic Acid	252237-40-4	Usage Ban
Perfluorohexylethyl Dimethylbutyl Ether	210896-25-6	Usage Ban
Perfluoroisohexane	355-04-4	Usage Ban
Perfluoromethylcyclohexane	355-02-2	Usage Ban
Perfluoromethylcyclopentane	1805-22-7	Usage Ban
Perfluoromethyldecalin	51294-16-7	Usage Ban
Perfluorononyl Dimethicone	N/A	Usage Ban
Perfluorononyl Dimethicone/ Methicone/ Amodimethicone Crosspolymer	N/A	Usage Ban

## Ingredient Restrictions

Restricted Substance	CAS no	Limit/Requirement
Perfluorononyl Octyldodecyl Glycol Grapeseedate	N/A	Usage Ban
Perfluorononyl Octyldodecyl Glycol Meadowfoamate	N/A	Usage Ban
Perfluorononylethyl Carboxy PEG-7 Dimethicone Phosphate	N/A	Usage Ban
Perfluorononylethyl carboxydecyl behenyl dimethicone	N/A	Usage Ban
Perfluorononylethyl carboxydecyl hexacosyl dimethicone	N/A	Usage Ban
Perfluorononylethyl carboxydecyl lauryl dimethicone	N/A	Usage Ban
Perfluorononylethyl carboxydecyl lauryl/behenyl dimethicone	N/A	Usage Ban
Perfluorononylethyl carboxydecyl PEG-10 dimethicone	N/A	Usage Ban
Perfluorononylethyl carboxydecyl PEG-8 dimethicone	N/A	Usage Ban
Perfluorononylethyl dimethicone/methicone copolymer	N/A	Usage Ban
Perfluorononylethyl PEG-8 dimethicone	N/A	Usage Ban
Perfluorononylethyl PEG-8 phenylisopropyl dimethicone	N/A	Usage Ban
Perfluorononylethyl stearyl dimethicone	N/A	Usage Ban
Perfluorooctanesulfonic acid / heptadecafluorooctanesulfonic acid	1763-23-1	Usage Ban
Perfluorooctyl triethoxysilane	51851-37-7	Usage Ban
Perfluorooctylethyl triethoxysilane	101947-16-4	Usage Ban
Perfluorooctylethyl trimethoxysilane	83048-65-1	Usage Ban
Perfluorooctylethyl trisiloxane	163921-85-5	Usage Ban
Perfluorooctylethyl/diphenyl dimethicone copolymer	N/A	Usage Ban
Perfluoroperhydrobenzyl tetralin	116265-66-8	Usage Ban
Perfluoroperhydrofluorene	307-08-4	Usage Ban
Perfluoroperhydrophenanthrene	306-91-2	Usage Ban
Perfluorotetralin	2342-07-06	Usage Ban
Polyacrylate-37	N/A	Usage Ban

## Ingredient Restrictions

Restricted Substance	CAS no	Limit/Requirement
Polyperfluoroethoxymethoxy difluoroethyl PEG diisostearate	N/A	Usage Ban
Polyperfluoroethoxymethoxy difluoroethyl PEG ether	162492-15-1, 88645-29-8	Usage Ban
Polyperfluoroethoxymethoxy difluoroethyl PEG ether diisostearate	N/A	Usage Ban
Polyperfluoroethoxymethoxy difluoroethyl PEG phosphate	N/A	Usage Ban
Polyperfluoroethoxymethoxy difluorohydroxyethyl ether	N/A	Usage Ban
Polyperfluoroethoxymethoxy difluoromethyl distearamide/ tribehenin PEG-20 esters	220207-10-3	Usage Ban
Polyperfluoroethoxymethoxy difluoromethyl ether	161075-02-1	Usage Ban
Polyperfluoroethoxymethoxy PEG-2 phosphate	162567-74-0	Usage Ban
Polyperfluoroisopropyl ether	N/A	Usage Ban
Polyperfluoromethylisopropyl ether	69991-67-9	Usage Ban
Polyperfluoroperhydrophenanthrene	159182-00-0	Usage Ban
Polytetrafluoroethylene acetoxypopyl betaine	123171-68-6	Usage Ban
Polysilicone-7	146632-08-8	Usage Ban
Polysilicone-10	N/A	Usage Ban
Polyurethane-26	328389-90-8	Usage Ban
Polyurethane-27	328389-91-9	Usage Ban
Polyacrylate-37	N/A	Usage Ban
Potassium perfluorohexyl ethylphosphate	1224952-82-2	Usage Ban
Potassium perfluorooctanesulfonate / potassium heptadecafluorooctane-1- sulfonate	2795-39-3	Usage Ban
PTFE	9002-84-0	Usage Ban
Sodium perfluorohexyl ethylphosphonate	1189052-95-6	Usage Ban
Stearyl methacrylate/perfluorooctylethyl methacrylate copolymer	N/A	Usage Ban
TEA-C8-18 perfluoroalkylethyl phosphate	N/A	Usage Ban
TEA-perfluorohexyl ethylphosphates	N/A	Usage Ban
Tetrafluoropropene	29118-24-9	Usage Ban
Trifluoromethyl C1-4 alkyl dimethicone	N/A	Usage Ban

## Ingredient Restrictions

Restricted Substance	CAS no	Limit/Requirement
<b>Palm Kernel Oil, Palm Oil and its derivates</b>	Various	Meet RSPO labeling criteria for Mass Balance or similar. For exceptions, contact Axbeautyhouse for approval
<b>Phenyl Mercuric Acetate</b>	62-38-4	Usage ban
<b>Phenyl Mercuric Borate</b>	102-98-7	Usage ban
<b>Phthalates except diethyl phthalate (DEP, CAS number 84-66-2) Various, e.g.: Phthalates including, but not limited to:</b>		
Di-isononyl phthalate (DINP)	28553-12-0	Usage ban
Diethylhexyl phthalate (DEHP)	117-81-7	Usage ban
Di-n-octyl phthalate (DNOP)	117-84-0	Usage ban
Di-iso-decyl phthalate (DIDP)	26761-40-0	Usage ban
Butylbenzyl phthalate (BBP)	85-68-7	Usage ban
Dibutyl phthalate (DBP)	84-74-2	Usage ban
<b>Plastic Mircobeads</b> (Any solid plastic particle that is less than 5 mm in size)		
In rinse-off products, scrubs and peel products	N/A	Usage ban
<b>Polyaminopropyl Biguanide (PHMB)</b>	32289-58-0, 27083-27-8	Usage ban
<b>Propylparaben</b>	94-13-3	Usage ban
<b>Quaternium-14</b>	27479-28-3	Usage ban
<b>Quaternium-8</b>	N/A	Usage ban
<b>Silver Chloride</b>	7783-90-6	Usage ban
<b>Thimerosal/Thiomersal</b>	54-64-8	Usage ban
<b>Tosylamide/Formaldehyde Resin</b>	25035-71-6	Usage ban
<b>Triclosan</b>	3380-34-5	Usage ban

## Packaging Components

General	Requirement
Packaging Material shall be recyclable and/or made of recycled or renewable material. This includes but is not limited to paper, cardboard, plastic, metal and wood.	
Directive (EC) No 94/62/EC	All packaging material must comply with the directive.
REACH (EC) No 1907/2006	The packaging is considered an article.
SVHC Check the ECHA website for the updated Candidate List of substances of very high concern	Concentration limit 0,1 % (1000 ppm)
DIN 6120 / ISO 114 69 or EC 97/129	Units of packaging needs to be marked with correct recycling symbol.
Paper, pasteboard, cardboard	May not be bleached with chlorine or hypochlorite.
Primary container/package for cosmetic products	Package shall not release any substance to, and/or react with the content, i.e. package must be inert. Package with Food Contact declaration is acceptable.

Restricted Substance	CAS	Requirement
<b>Metals, Total Amount:</b>		
Cadmium (Cd)	7440-43-9	Sum ≤ 100 ppm
Chromium VI (Cr6+)	18540-29-9	Sum ≤ 100 ppm
Lead (Pb)	7439-92-1	Sum ≤ 100 ppm
Mercury (Hg)	7439-97-6	Sum ≤ 100 ppm
<b>Expanded Polystyrene</b>		Usage Ban
<b>Polyvinylchloride (PVC)</b>	9002-86-2	Usage Ban
<b>Polyvinylidenchloride</b>	9002-85-1	Usage Ban
<b>Polychloroprene</b>	9010-98-4	Usage Ban

## Candles & Interior Perfume Oil

General	Requirement
Regulation (EC) No 1272/2008, CLP	CLP must be followed. Substances which requires the signal word "Danger" are prohibited. Substances which are environmental hazardous should be avoided. Content of classified substances should be limited as far as possible, with the aim to be below generic concentration limit or even better below elicitation limit when possible.
Fragrance in scented candles	Fragrance Oils must fulfill compliance with the latest IFRA standards.
Palm Kernel Oil, Palm Oil and its derivates	Meet RSPO labeling criteria for Mass Balance or similar.
REACH, (EC) No 1907/2006	Chemical composition must comply to the regulation including its Annexes.
Safety Data Sheet (SDS) Structure and contents as specified in REACH Art 31	All products must have a SDS as defined in REACH article 31.
SVHC Check the ECHA website for the updated Candidate list of substances of very high concern	Concentration limit 0,1 % (1000 ppm).
Product Safety Directive	All candles must comply with General Product Safety Directive 2001/95/EC.

## Restricted substances in the finished product

Restricted Substance	CAS	Requirement
<b>Azo dyes &amp; Pigments</b>		
4-aminodiphenyl	92-67-1	20 ppm per listed dye
Benzidine	92-87-5	20 ppm per listed dye
4-Chloro-o-toluidine	95-69-2	20 ppm per listed dye
2-Naphthylamine	91-59-8	20 ppm per listed dye
o-Aminoazotoluene	97-56-3	20 ppm per listed dye
2-Amino-4-nitrotoluene	99-55-8	20 ppm per listed dye
2,4-Diaminoanisole	615-05-4	20 ppm per listed dye
4,4'-Diaminodiphenylmethane	101-77-9	20 ppm per listed dye
3,3'-Dichlorobenzidine	91-94-1	20 ppm per listed dye
3,3'-Dimethoxybenzidine (o-Dianisidine)	119-90-4	20 ppm per listed dye
3,3'-Dimethylbenzidine (o-Tolidine)	119-93-7	20 ppm per listed dye
3,3'-Dimethyl-4,4'-diaminodiphenylmethane	838-88-0	20 ppm per listed dye
p-Chloroaniline	106-47-8	20 ppm per listed dye
p-Cresidine	120-71-8	20 ppm per listed dye
4,4'-Methylene-bis-(2-chloroaniline)	101-14-4	20 ppm per listed dye
4,4'-Oxydianiline	101-80-4	20 ppm per listed dye
4,4'-Thiodianiline	139-65-1	20 ppm per listed dye
2,4-Toluenediamine	95-80-7	20 ppm per listed dye
o-Toluidine	95-53-4	20 ppm per listed dye
2,4,5-Trimethylaniline	137-17-7	20 ppm per listed dye
o-Anisidine	90-04-0	20 ppm per listed dye
p-Aminoazobenzene	60-09-3	20 ppm per listed dye
2,4-Xylidine	95-68-1	20 ppm per listed dye
2,6-Xylidine	87-62-7	20 ppm per listed dye
<b>Benzo(a)pyrene</b>	50-32-8	1 ppm
<b>Ethylbenzene</b>	100-41-4	20 ppm

## Restricted substances in the finished product

Restricted Substance	CAS	Requirement
<b>Polycyclic aromatic hydrocarbons (PAHs), Including but not limited to</b>		
Acenaphthene	83-32-9	10 ppm
Acenaphthylene	208-96-8	10 ppm
Anthracene	120-12-7	10 ppm
Benzo(a)anthracene	56-55-3	10 ppm
Benzo(a)pyrene	50-32-8	10 ppm
Benzo(b)fluoranthene	205-99-2	10 ppm
Benzo(g,h,i)perylene	191-24-2	10 ppm
Benzo(e)pyrene	192-97-2	10 ppm
Benzo(j)fluoranthene	205-82-3	10 ppm
Benzo(k)fluoranthene	207-08-9	10 ppm
Chrysene	218-01-9	10 ppm
Dibenzo(a,h)anthracene	53-70-3	10 ppm
Fluoranthene	206-44-0	10 ppm
Fluorene	86-73-7	10 ppm
Indeno(1,2,3-c,d)pyrene	193-39-5	10 ppm
Naphthalene	91-20-3	10 ppm
Phenanthrene	85-01-8	10 ppm
Pyrene	129-00-0	10 ppm
<b>Toluene</b>	108-88-3	5 ppm
<b>Total xylenes</b>	1330-20-7	20 ppm

## Beeswax

Chemical substance	Criteria Limit value	Requirement Test method
Acid number	17-24	DAB 10
Ester number	70-80	DAB 10
Ratio number	3.3-4.3	DAB 10
Saponification number	87-104	DAB 10
Dripping point	61-65 °C	DAB 10
Total hydrocarbons	18%	DGF M-V 6

## Colourants

Chemical substance	Criteria Limit value	Requirement Test method
<b>Migration of certain elements</b>		
Aluminium (Al)	70 000 ppm	EN 71-3
Antimony (Sb)	560 ppm	EN 71-3
Arsenic (As)	47 ppm	EN 71-3
Barium (Ba)	18 750 ppm	EN 71-3
Boron (B)	15 000 ppm	EN 71-3
Cadmium (Cd)	17 ppm	EN 71-3
Chromium (Cr) (III)	460 ppm	EN 71-3
Chromium (Cr) (VI)	0,2 ppm	EN 71-3
Cobalt (Co)	130 ppm	EN 71-3
Copper (Cu)	7 700 ppm	EN 71-3
Lead (Pb)	160 ppm	EN 71-3
Manganese (Mn)	15 000 ppm	EN 71-3
Mercury (Hg)	94 ppm	EN 71-3
Nickel (Ni)	930 ppm	EN 71-3
Selenium (Se)	460 ppm	EN 71-3
Strontium (Sr)	56 000 ppm	EN 71-3
Tin (Sn)	180 000 ppm	EN 71-3
Organic tin	12 ppm	EN 71-3
Zinc (Zn)	46 000 ppm	EN 71-3
<b>Substances or mixtures which fulfill any of the following hazard classes and categories set out in Annex I to regulation (EC) No 1272/2008:</b>	Usage Ban	Various
<b>Phthalates</b>	500 ppm per phthalate, sum of all phthalates 1000 ppm	EN 14372

## Fats and oils (vegetable and animal)

Chemical substance	Criteria Limit value	Requirement Test method
<b>Metals</b>		
Arsenic (As)	0.1 ppm	EN 13805 (Pressure digestion) and EN 15763 (ICP-MS)
Cadmium (Cd)	0.1 ppm	EN 13805 (Pressure digestion) and EN 15763 (ICP-MS)
Copper (Cu)	0.1 ppm	EN 13805 (Pressure digestion) and EN 15763 (ICP-MS)
Iron (Fe)	1 ppm	EN 13805 (Pressure digestion) and EN 15763 (ICP-MS)
Lead (Pb)	0.1 ppm	EN 13805 (Pressure digestion) and EN 15763 (ICP-MS)
Mercury (Hg)	0.1 ppm	EN 13805 (Pressure digestion) and EN 15763 (ICP-MS)
Nickel (Ni)	2 ppm	EN 13805 (Pressure digestion) and EN 15763 (ICP-MS)
Free fatty acids (FFA)	2.0 %	Peroxide number 10 DGF C-VI 6a DGF C-V 2
Lovibond tint index (FF 5¼*)	3.5 red	DGF C-IV 4b
Ash content	0.1 %	DGF C-III 10
Water content	0.15 %	DGF C-III 13a or 13b
Odour	No distinctly noticeable atypical	Odour (only odour is assessed) DGF C-II (Assessed at a temperature 10-15 °C above the melting point)

## Paraffin

Chemical substance	Criteria Limit value	Requirement Test method	
Ash content	0.1 %	EN ISO 6245	
Saybolt colour index	Minimum +24	ASTM D 156	
Odour	Odour limit 0	ASTM D 1833	
Polycyclic aromatic hydrocarbons (PAHs)	Ultraviolet Light Absorption	CFR 178.886 European Pharmacopeia Monograph 1034	
	<b>Wavelength/ nm</b>		<b>Maximum ultraviolet absorbance per cm path length</b>
	280-289		0,15
	290-299		0,12
	300-359		0,08
	360-400		0,02
Sulfur content	20 ppm	EN ISO 20884	

## Stearin

Chemical substance	Criteria Limit value	Requirement Test method
Acid number	195 to 215	DGF C-V2 24
Ester number	2	DGF C-V 4
Iodine number	1	DGF C-V 11d
Ash content	0.1 %	DGF C-III 10
Congealing point/titre	52-61 °C	DGF C-IV 3c
Lovibond tint index (FF 5¼*)	5.0 yellow 1.0 red	DGF C-IV 4b
Non-saponifiable matter	1 %	DGF C-III 1a-1b
Peroxide number	10	DGF C-VI 6a

## Wick

Chemical substance	Criteria Limit value	Requirement Test method
<b>Metals – total content</b>		
Lead (Pb)	100 ppm	EN ISO 17072-2
Pesticides	Not detected	US EPA 8081A US EPA 8151A US EPA 8141A US EPA 8270C

## Detergents

General	Requirement
Fragrance oils	All fragrance oils must fulfil International Fragrance Association (IFRA) standard.
Regulation (EC) No 1907/2006 of the European Parliament and the council, concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)	Chemical Composition of all detergents must comply with the regulation and all its annexes.
Regulation (EC) No 648/2004 of the European Parliament and of the council concerning Detergents and Cleaning Products	The regulation must be followed for all detergents.
Regulation (EC) No 1272/2008, CLP, concerns the classification, labelling and packaging of chemical substances and mixtures.	All products must comply with the regulation.
Phosphorus and phosphorus compounds CAS: Various	0%, except a trace quantity of 0.5 percent phosphorus (expressed as elemental phosphorus) that is incidental to manufacturing except a trace quantity of 0.1 % incidental to that is incidental to manufacturing.  "A trace quantity means an incidental amount of a chemical which is not part of the cleaning product formulation, is present only as a consequence of manufacturing and does not exceed 0.5% of the content of the product by weight."
Nitriлотriacetic acid, NTA CAS: 139-13-9	0%, "A trace quantity means an incidental amount of a chemical which is not part of the cleaning product formulation, present only as a consequence of manufacturing."

## Restrictions According to CLP regulation

All below classifications resulting in the below pictograms are restricted.	
 Acute toxicity	The chemical composition must be formulated as to avoid all restricted classifications.
 Serious health hazard	
 Explosive	
 Oxidising	
 Corrosive	
 Hazardous to the environment	The chemical composition must be formulated as to avoid all restricted classifications. Detergent products classified Eye Dam. 1 are exempt from this restriction.

# Supplier list

## China

Factory name	Address	Product range
Terry Packaging Products Shenzhen Company Limited	3F, Block C, Jin Kai Jin Industrial Park, Shui Tian, Shi Yan Town, Bao An District., Shenzhen 518108, China	Packaging
Ningbo Eureka Commodity Co., Ltd (Chungfat)	No.58 Xingzhong Road, Qijiashan, Beilun District, Qijiashan, Beilun District,Ningbo, Zhejiang - China.	Tools & Accessories
Zhongshan Shangyang Precision Industries Co., Ltd	No.28, Xingtang Road, Baishihuan Village, Sanxiang Town, Zhongshan, Guangdong - China	Tools & Accessories
Newplus Enterprise Co. Ltd	AREA ONE, FLOOR 4TH, BUILDING 642, DASAN VILLAGE, DASAN COMMUNITY, GUANLAN STREET, LONGHUA NEW DISTRICT , Shenzhen	Tools & Accessories
Zhuoer Gifts Industrial co.,Ltd	Liu Jia Song Zhuoer Industrial Park, Da Huai Town, Enping City	Tools & Accessories
Shenzhen Qianzibaimei (QZBM(HUIZHOU) Co., Ltd)	Baida Street No.2, 3-4 Floor, Xikeng Community, Henggang Street, Longgang Area., Shenzhen, Guangdong - China	Tools & Accessories
Dongguan Jinzhou Accessories Ltd (R&L)	3rd floor, No.6 building, No.4 street, BoFeng Road, QiLing Village, ZhangMuTou Town, Dongguan 523578, Guangdong - China	Tools & Accessories
Zhejiang Yifanmengshan Idustry Co., Ltd (Homedollar)	F 2-6 building 6, Meipoxia, Community, Huayuan, Village, Nanma Town, Dongyang, Jinhua, Zhejiang Province	Tools & Accessories
Rootsmen (CH) Company	No.28, First Alley, Shabu Village, Duanzhou Road, Zhaoqing 526060, Guangdong - China.	Tools & Accessories
Ningbo Beilun Junyang Brushes Co., Ltd	No. 28, Jing 12 Road, Xiaogang, Beilun, Ningbo, Zhejiang - China.	Tools & Accessories
Shenyang Guanpin Woodenware Co., Ltd (GIM-HWA)	No. 489, Liutiaohe Village, Magang Town, Shenbei New District, Shenyang 110124, Liaoning - China	Tools & Accessories
Junhe Industry & Trade Co (Ray Int)	11, 15, 16#, Metal knife cut industrial park, Zhuhai (Yangjiangwanxiang),, Yangjiang 529900, Guangdong - China.	Tools & Accessories
Yangdong M-STEEL Hardware Manufacture Co.,Ltd	Second floor of No.15 Building, Zhuhai (Yangjiang) Wanxiang Metal Knife Cut Industrial Park Yangjiang, China	Tools & Accessories
Ningbo Riway Daily Commodity Co.,Ltd	Room 2809, Building A, Hebang Mansion, 933 Tiantong North Rd, Ningbo, China	Tools & Accessories
Cang Zhou Zhen Di Brush Making Co., Ltd.	"Wang Wei Tun Industrial Area, Ma Chang Town, Qing Xian, Cang Zhou City, Hebei, China 061 001"	Tools & Accessories
Yangjiang Jinhengda Cosmetic Tools Co (Ray Int)	No.1, Zhenxing South Road, Chengbei Industrial Area, Chuangye North Road, Yangjiang, Guangdong, China	Tools & Accessories
JUNHE INDUSTRY & TRADE Co (Ray Int)	11, 15, 16#, Metal knife cut industrial park, Zhuhai (Yangjiangwanxiang),, Yangjiang 529900, Guangdong - China	Tools & Accessories
ZHONGSHAN SHANGYANG TECHNOLOGY (SY-beauty)	No.28, Xingtang Road, Baishihuan Village, Sanxiang Town, Zhongshan, Guangdong - China	Tools & Accessories
QZBM(HUIZHOU) CO., LTD	Floor 1, Building A, Yinshan Industrial Area, Liangjing Town, Huiyang District, Huizhou, Guangdong - China	Tools & Accessories
Cang Zhou Zhen Di Brush Making Co., Ltd.	Wang Wei Tun Industrial Area, Ma Chang Town, Qing Xian, Cang Zhou City, Hebei, China 061 001	Tools & Accessories

## Germany

Factory name	Address	Product range
A.W. Faber-Castell Cosmetics GmbH	Nürnberg Strasse 2, 90546 Stein, Germany	Make up
Schwan Cosmetics Germany GmbH & Co. KG	Schwan Cosmetics Germany GmbH & Co. KG, Schwanweg 1, 90562 Heroldsberg, Germany	Make up

## Greece

Factory name	Address	Product range
Smile Vosmandros D.S.A	Industrial area of Thessaloniki, DA12A, OT38, 57022 Thessaloniki, 57022 SINDOS, Thessaloniki 57022, Central Macedonia - Greece	Tools & Accessories

## Italy

Factory name	Address	Product range
B. Kolormakeup & Skincare S.p.A. SB Benefit Corporation	Via Canonica, 79/A 24047 Treviglio (BG)	Make up
Tutti Trucchi Cosmetici	Tutti Trucchi Cosmetici srl Società Unipersonale (Via Pradoni, 43 -26010 Sergnano (CR), Italy)	Make up
Intercos Europe	Via Guglielmo Marconi, 84, 20864 - Agrate Brianza (MB)	Make up
Chromavis	Via Edwin P. Hubble, 2 26010 Offanengo (CR)	Make up
Locatelli Hair Pins S.R.L	Via Della Resistenza 45 28803 Premosello Chiovenda (Vb) Italy	Tools & Accessories

## Netherlands

Factory name	Address	Product range
Supplier does not want to make the information public		Tools & Accessories

## Poland

Factory name	Address	Product range
Chromavis Service Sp. Z.O.O.	Robotnicza 1, 06-400 Ciechanów, Poland	Make up
Cetes	ul. Bohaterów Warszawy 2, 02-495 Warsaw, Poland	Make up

## South Korea

Factory name	Address	Product range
Beauty Promotions Inc	#495 GyuHyun BLDG, GyuHyeon-Dong, GyeYang-Gu, Inchoen, Korea, 21016	Skin Care
Ecis Cosmetic Co.Ltd	179 GONGDAN 1-DAERO	Skin care
Greenglow	V224 30F, 323, Incheon tower-daero, Yeonsu-gu, Incheon, South Korea	Skin Care
E.Cis Cosmetic Co.,Ltd	179, Gongdan 1-daero, Siheung-si, Gyeonggi-do, Republic of Korea	Skin Care
Bonne Co., Ltd.	31 Gunjacheon, Gunjacheon-ro 237beon 237beon-gil, Siheung Siheung-si, Gyeonggi Gyeonggi-do, Korea.	Skin Care
Imine Co.,Ltd	40-37, Gajangsaneopseobuk-ro, Osan-si, Gyeonggi-do, Republic of Korea	Skin Care
Shinwoo Union Co., Ltd	95, GoongDong, KuroGu, Seoul 152882, Korea (South Korea)	Tools & Accessories
Best Solution Co., Ltd.	S-2203, Songdo Techno Park IT Center	Tools & Accessories

## Sweden

Factory name	Address	Product range
Candles Scandinavia	CV-gatan 38B 703 82 Örebro	Candles
Nordic Beauty House AB	Andesitgatan 12 Helsingborg, Sweden	Hair Care
Paragon Nordic AB	Fabriksvägen 2, Vallentuna	Hair Care & Skin Care
SALAB Stockholms Analytiska Lab AB	Britt-Louise Sundells Gata 15, 134 50 Gustavsberg	Skin Care
Svenska Krämfabriken AB	Tunavägen 277B, SE-781 73 Borlänge	Skin Care

## Turkey

Factory name	Address	Product range
CMC Consumer Medical Care GmbH	Karaduvar Mah. Serbest Bölge (Free Zone), 6. Cadde Dis Kapi No:25 Akdeniz - Mersin, Mersin 33029 Icel - Turkey	Tools & Accessories

## Switzerland

Factory name	Country	Address	Product range
FLAWA	Switzerland	FLAWA Consumer GmbH, Badstrasse 43, CH-9230 Flawil Switzerland	Accessories

## Turkey

Factory name	Country	Address	Product range
CMC Consumer Medical Care GmbH	Turkey	Karaduvar Mah. Serbest Bölge (Free Zone), 6. Cadde Dis Kapi No:25 Akdeniz - Mersin, Mersin 33029 Icel - Turkey	Accessories

# Auditor's statement regarding the statutory sustainability report

To the General Meeting of KICKS Group AB, org. no. 556432-9281

## **Assignment and division of responsibilities**

The Board of Directors is responsible for the sustainability report for 2022 and for ensuring it is drawn up in line with the Swedish Annual Accounts Act.

## **Focus and scope of the audit**

Our audit has been carried out in accordance with the Swedish accountancy institute FAR's recommendations: *RevR 12 Revisorns yttrande om den lagstadgade hållbarhetsrapporten* [Auditor's statement on the statutory sustainability report]. This means that our audit of the sustainability report has a different focus and a significantly smaller scope compared to the those of an audit conducted in accordance with International Standards on Auditing and the applicable auditing standards in Sweden.

We consider this audit to provide a sufficient basis for our statement.

## **Statement**

A sustainability report has been drawn up.

Stockholm, on the date stated in our electronic signature  
PricewaterhouseCoopers AB

Gabriella Hermansson  
Authorised Auditor



# KICKS

Sustainability Report  
2022