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FOREWORD BY THE MANAGEMENT

For the last 42 years, with strict respect for regulations and consumers and beyond passing fashions, Fiabila has become the Number 1 worldwide nail polish manufacturer.

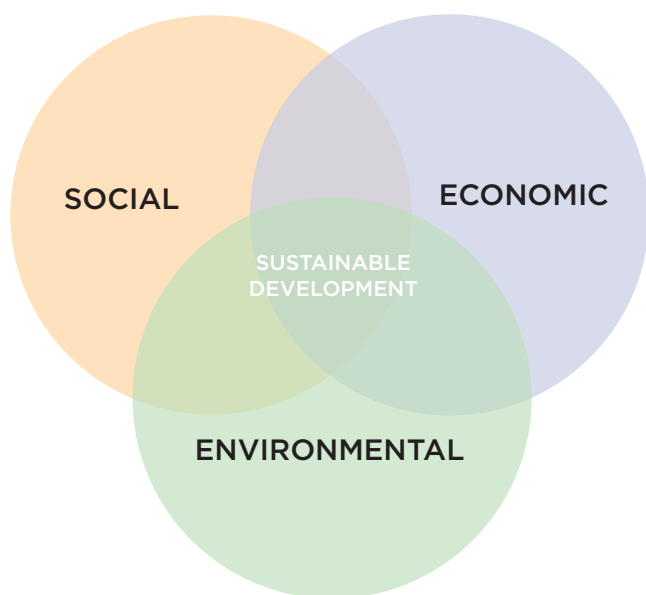
FIABILA means 'Reliability' in French. From the start, the company stood apart in a competitive environment not always respectful of regulations, laws and consumer health, by developing physiologically correct ® innovative products, many of which having been patented.

Fiabila has set new standards by investing in know-how with a stable, continuously expanding, multidisciplinary and highly technical team and through significant investment in the necessary industrial tool for security, environment and quality.

This vision of our business demonstrates itself internally in specific codes of conduct and policies, and externally in a constantly improving offer of safe nail care and nail polishes. A durable offer that integrates variable factors such as environmental, commercial and social.

Pierre and Alexandre Miasnik

OUR POLICIES



SOCIAL SPHERE

- Diversity charter
- Working conditions policy
- Social dialogue policy
- Occupational health and security policy
- Anti-discrimination policy
- Sexual harassment and misconduct prevention policy
- Career management policy

ECONOMIC SPHERE

- Business ethic policy

ENVIRONMENTAL SPHERE

- Environmental policy

Our internal policies form a code of conduct that allows our employees to work and evolve in a reassuring and clearly defined environment within a long-term vision.

We ask all Fiabila employees to respect these values and carry out their jobs in line with the chosen company ethos in order to assure Fiabila’s long term future without endangering our environment.



OFFERING SUSTAINABLE SOLUTIONS

42 YEARS OF INNOVATION FOR A PHYSIOLOGICALLY CORRECT® PRODUCT

Since the beginning, Fiabila has led the way in banning raw materials that could affect the health of consumers or of manufacturing workers and raw materials that could have a negative environmental impact during their life cycles.

In 1997, Fiabila is the first company to market a nail hardener without formaldehyde

In 2001, Fiabila invents the first nail polish containing no camphor, no DPB and no aromatic solvent (toluene).

In 2001, Fiabila is the first company to market a nail hardener without formaldehyde.

In 2008, Fiabila is one of the first manufacturers to stop using toluene in our products, not only in France but worldwide.

Since 2010 Fiabila markets formulas containing a majority of bio-sourced raw materials of renewable origins. Some of our nail polish formulas are made of more than 85% of these raw materials.

In 2019 Fiabila is introducing for the first time in the nail polish world a 100% natural formula.

RESPONSIBLE PURCHASING

Fiabila demands the same high standards from our suppliers as from ourselves and requires that they include the same 'Quality' labels through ISO 22716 certification, 'Environmental' through ECOVADIS platform and 'Ethical' through SMETA framework.

The integration process of CSR requirements from our suppliers is monitored by our Quality and Environment department which publishes an annual report.

Throughout the procurement process, Fiabila assures the origins of all raw materials and requires the following certificates from all our suppliers:

Certificate of conformity for cosmetic use for all our raw materials:

REACH for all raw materials bought by the company.

RSPO assuring that palm oil used in our products comes from sustainable cultivation.

CITES assuring that all protected raw materials used by Fiabila respect the Washington convention rules.

Conflict Minerals: Fiabila does not buy any mineral ingredient that comes from a zone of conflict.

RMI 'Responsible Mica Initiative': Fiabila sources its Mica pearls from suppliers who adhere to RMI.

LOWERING THE ENVIRONMENTAL IMPACT OF OUR ACTIVITY

SECURITY AT THE HEART OF OUR CONCERNS

Based on the use of very volatile flammable solvents and nitrocellulose, a fulminant explosive, nail polish manufacturing necessitates a strong safety and security culture. In the last 42 years Fiabila has managed to avoid any major industrial incident.

Whatever the country where we manufacture, our factories respect the strictest rules in terms of hazardous raw materials storage, fire security and staff training.

Our historical site in Mantenon located one hour from Paris has been entirely equipped with sprinklers since 2008, and a storm basin collects fire water in the event of a disaster.

Our production sites in Brazil and USA in Linden, have also been fitted with sprinklers since their respective openings in 2017 and 2018.



LIMITING OUR EMISSIONS

Fiabila sets itself apart as a model in the mastering of solvents emissions and waste. We have a perfect knowledge of the nail polish manufacturing process which allows us to set up particularly innovative solutions in the nail polish world.

Solvents emissions during the manufacturing process are minimized by the application of strict instructions, storage and production in closed circuits, and a set-up of aspirations as close as possible to the source of emission. A smoke washing system has also been implemented which allows us to lower levels even further.

Our USA site in Linden is equipped with a RTO (Regenerative oxidizer) monitored by a CEMS (Continuous Emissions Monitoring System) which continuously measures the VOC (Volatile Organic Compound) on site and assures that the level of solvents released is extremely low compared with other nail polish manufacturing sites in the world.

Works have begun at our Maintenon site in France to also install this RTO which means that the quantity of releases will be reduced to half those specified by the French regulation for this kind of activity.



MASTERING WASTE

For many years now, Fiabila has set up a dynamic policy to reduce waste of all kinds.

We always give priority to the delivery of raw materials in bulk or in recyclable packs like steel drums or cardboard containers. After the installation of 16 storage tanks with a total capacity of 450 tons of raw materials in 2015, we have been able to lower the number of drums by 5000 a year, and the level of our total waste. We also recycle all our dirty solvents on site to re-use them for cleaning. The recycling system has virtue in the sense that it can be done permanently and that it avoids both emissions and the transportation of waste.

These actions have collectively led to reducing our total waste by about a third, on average, over four years.

All remaining waste is sorted and recycled accordingly as frequently as possible. In 2018, 100% of wastewater was treated and 97% of hazardous waste was recycled by carefully selected local recycling companies.

OUR COLLABORATORS ARE OUR FUTURE

Fiabila considers that the stability of our teams is the guarantee of our success so we constantly adapt our human resources management to our employees' needs.



PRESERVING FAMILY LIFE

Fiabila wishes to preserve our employees' health and family life. To this end, the layouts of our factories are carefully designed to minimize shift working. As a result, Fiabila is able to avoid night working, and the recognized associated hardships and health risks to employees, both in France and internationally.

Within the general framework of flexible working arrangements, Fiabila offers the possibility of setting up part time hours, teleworking, and flexible working hours for those who live far from their work and want to balance their private and professional lives.

INVESTING IN WORKING CONDITIONS

Equally important as the management of working conditions, workspace is an essential element of working life.

Fiabila regularly invests in improvements in working conditions in order to provide its employees with pleasant workspace which promote employee wellbeing and efficiency.

In the Factories, operators work in centrally heated, often air conditioned and above all always permanently ventilated premises.

Individual protective equipment is adapted to each individual person according to workstation requirements and is available on an unlimited basis.

Contrary to the trend of open plan working Fiabila has preferred to provide temperate and sound-proofed workspaces of two to six persons that are more conducive to concentration.

Our offices were renovated in 2007 and extended at Maintenon in 2017, renovated in USA in 2015 and created in 2016 in Brazil.

In 2019 Fiabila is doubling the surface of the R&D laboratories of our main site in Maintenon. We believe these new laboratories will facilitate interactions between lab technicians and stimulate creativity.

We plan to regroup all our technicians in new spaces which will allow them to have a larger dedicated space avoiding any possibility of overcrowding.

All workstations will be ventilated with the very latest technology

PROMOTING EQUAL OPPORTUNITY

Regarding equal opportunities and non-discrimination rules, Fiabila has put in place, in addition to our explicit policy commitment and in consultation with staff representatives, a Diversity Charter.

Each year, an agreement on gender equality is negotiated and Fiabila is proud to present the average annual pay differentials between men and women in all categories, largely inferior to those seen in the Chemistry sector in France.

In 2019 Fiabila circulated the document 'End of gender-based violence' to all our employees.



INTERNATIONAL ETHIC

HUMAN AND CHILDREN'S RIGHTS

From the start, Fiabila has never employed children, neither in France nor abroad, and we adhere to the established international regulations like the 'Universal Declaration of Human Rights', the United Nations Convention on the elimination of any form of discrimination against women, and the Unicef Convention on the Rights of the Child.

7 SUBSIDIARIES, ONE METHOD, ONE ETHIC

Our company is present worldwide through 7 subsidiaries. We ask them to respect the same ethical rules as we do in our original French site. In this regard they are regularly audited by our managers to ensure that all standards are correct, equally in quality, ethics and respect for Human Rights and the environment.

As for working conditions, we have invested heavily in the USA and in Brazil to offer equivalent working conditions to our French site in Mantenon, specifically in preventing exposure of our employees to solvents.

In 2018 we launched an important project (still in progress) for the implementation of safety standards in our Mexican plant, in particular regarding the storage of flammable goods in a new warehouse properly guarded and secured by a fire protection system.

In our Indian site, we are installing filling machines that will help to considerably reduce the number of repetitive tasks.





BUSINESS ETHIC

TRUST, INTEGRITY

For the last 42 years, Fiabila has gained the reputation of an honest company among our clients as well as among our suppliers with whom we have developed strong partnerships based on mutual trust. In order to further continue our development harmoniously, Fiabila asks our collaborators to respect a business ethic in order to prevent corruption, extortion, fraud, conflicts of interest, money-laundering and anti-competitive practices.

In 2018, Fiabila has set up a whistle-blowing procedure which is open to all employees and third parties, especially in the case of fraud or corruption.

Whistle-blowing alerts must be communicated to ethique@fiabila.com

Note: Alerts will be treated confidentially and those acting in good faith will be protected from any reprisal. The concerned person or persons will be informed and an inquiry will be carried out. In the event of false accusation, those responsible will be sanctioned.

CONSUMER PROTECTION

Fiabila is committed to responsible marketing in order to propose more and more physiologically correct® products to the consumer. A pioneer in the formulation of new products, Fiabila has always invested in research and development to be able to offer products already tested in laboratories, validated by toxicologists and evaluated by consumer panels.

ANIMAL PROTECTION

Since 2004, animal testing has been banned for any cosmetic product and since 2014 for raw materials. Fiabila does not carry out any tests on animals, and assures that all our suppliers respect the same rule. We are now negotiating with our international customers a proposal of a common and recognized standard.

CONFIDENTIALITY AND GDPR

It is Fiabila policy never to divulge any private or professional data. Each file is treated in the strictest confidence.

Since 2018, Fiabila has integrated the EU GDPR (General Data Protection Regulation). From now on, all our customers and suppliers can have access to their data by contacting our internal manager at personaldata@fiabila.com

FIABILA

THE NAIL POLISH

