

Transparency



RINGANA TRANSPARENCY REPORT SUSTAINABILITY
MEASURES 2023



DO YOU
ALREADY KNOW?

1 Introduction
Page 3

2 RINGANA RE*THINK
Page 5

3 Measures
Page 17

A new era.

The opening of all doors.
The invitation to enter.
Showing you everything.
Handing you the magnifying glass.

That's 100% transparency.

Trans·pa·ren·cy

/Transparency/
Noun

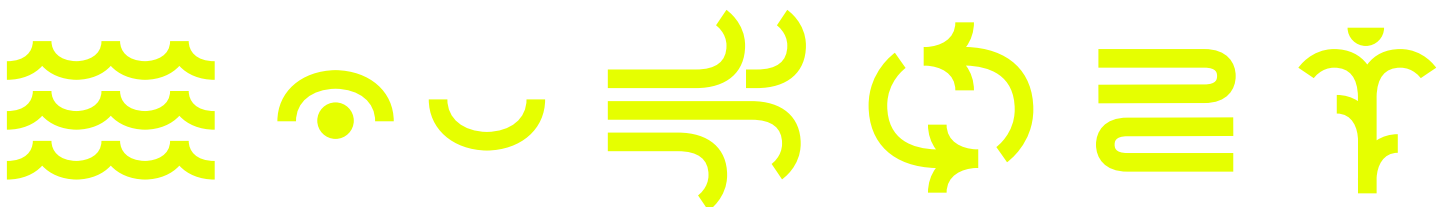
DEFINITION
translucence, clarity, [light] permeability
“colours of luminous transparency”

In these times of widespread fake news, AI-generated content, greenwashing and populism, it is important to act as a counterweight and to help the ever growing number of critically minded consumers say no to window-dressing and see behind the sparkling façades. Company transparency is going to become essential in the next few years. With a bit of luck, transparency – and providing more evidence of it – will even be required by law. The fact is: greenwashing is the enemy of sustainability. Simply pretending to produce or sell something in the interest of nature and society is almost worse than not trying at all, because this lulls consumers into a false sense of security. It suggests that progress has been made when it has not, thereby undermining the potential for actual improvement from the outset. Packaging that is actually resource efficient. Transport routes that are actually more CO2 efficient. Active substances that are actually more environmentally friendly. Greenwashing equates to stagnation, excuses and legitimisation of shortcomings. That is why we need to put an end to it. Through true openness. With 100% honesty. The age of transparency is upon us.

An honest and transparent corporate culture has always been important for RINGANA. Why? Because we are proud of what we are. Our transparent cosmetics bottles have always shown exactly what and how much they contain. The voluntarily provided translation of the legally required ingredients list is there for clarification: it tells you exactly what is inside. The smell of the products is that of their ingredients; nothing is or has been masked, everything is clear – and transparent.

And we have continued to travel this path. To this end we launched our series of transparency reports with a view to shining a light on all relevant areas of RINGANA, without compromise.

34



RE*RT

RINGANA
HINK

COMPANY KEY DATA

FOUNDED

1996

Owners Shares

74%
RINGANA HOLDING GMBH
16%
ANDREAS WILFINGER
10%
ULLA WANNEMACHER

77,000*

AS OF 2022

*Number of people with active partner status: min. 1x target level 1 in the last 6 months

RINGANA partners

2022 = 425
2021 = 419

EMPLOYEES

Most popular product

2022
FRESH TOOTH OIL
323,821 UNITS
2021
FRESH TOOTH OIL
415,673 UNITS

LEGAL FORM

GMBH
(limited liability company)

DISTRIBUTION TYPE

DIRECT SALE VIA
ONLINE SHOP

**TURN
OVER**

2022 = EUR 178.2 M
2021 = EUR 189.2 M

2022 = EUR 3.6 M
2021 = EUR 5.1 M

Investments

PRODUCTS

FRESH COSMETICS &
FOOD SUPPLEMENTS

**S
I
T
E
S**

ST. JOHANN
HARTBERG
SCHILDBACH
MUNICH
VIENNA
BOLZANO
GIRONA
GRAN CANARIA

**EQUITY
RATIO**

2022 = 23%
2021 = 22%

2022 = 43%
2021 = 52%

**Women
in management
positions**

CSER KEY DATA

CARBON FOOT PRINT

8249 tCO₂ (2022)
9044 tCO₂ (2021)

Proportion
of renewable
energy

100%

WASTE

327.5 t (2022)
555.2 t (2021)

84% recycling rate
16% incineration rate
0% to landfill

ENERGY CONSUMPTION

4,657,394 kWh (2022)

incl. heating/cooling
at the RINGANA Campus
and e-mobility

24% (2022)
15% (2021)

Proportion of
self-generated
energy

WATER CONSUMPTION

13,605 m³ (2022)
30,924 m³ (2021)

REUSE CONCEPT QUOTA

35% (2022)
22% (2021)

Proportion of organic quality plant-based raw materials

75% (2022)
59% (2021)

3,880,572 km
(2022)
3,721,193 km
(2021)



Employee commuting

28%

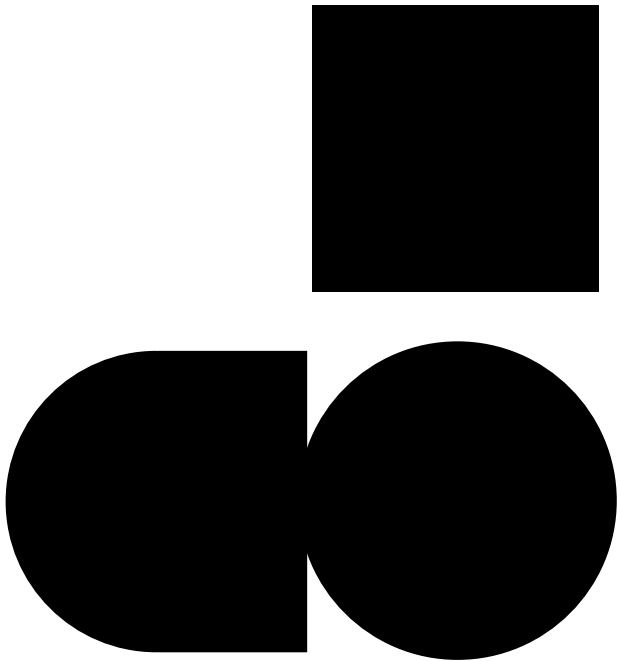
Share of packaging in carbon footprint

DIETS OF EMPLO YEEES

Meals provided free
of charge:
20% vegan
80% vegetarian

21% (2022)
14% (2021)

Recycled content in packaging



RINGANA VALUES

FRESH

Our values are the beating heart of our company, and they are reflected in every area of RINGANA.

EXCELLENT

No nonsense – just nature with science – that’s the philosophy on which our products are based.

TRENDSETTING

It’s crystal clear: we want to be the best. On every level. That’s why we set the highest standards for our products, and for how we treat other people and the environment.

For us, standing still means a step back. We work in a forward-looking way and we can adapt quickly – which means we’re always a couple of beats ahead of our time.

SYNTHETIC PRESERVATIVE FREE	MICROPLASTIC FREE	NANOPARTICLE FREE	VEGAN
CLIMATE NEUTRAL	RENEWABLE ENERGY ONLY	MADE IN AUSTRIA	SCIENTIFICALLY DEVELOPED



↘ RINGANA RE*THINK

For us, the name of our sustainability programme is absolutely relevant. That's because we see it as our duty to constantly reflect on our work and our responsibilities and make improvements. We are always developing improved technologies, materials and manufacturing processes. You have to constantly challenge the status quo, always rethink everything – and for this reason all of our many measures relating to Corporate Social and Environmental Responsibility (CSER), both large and small, have been combined into a single programme: RINGANA RE*THINK.

11'12

What does RE*THINK mean for RINGANA?

- actively taking responsibility for our planet
- acting sustainably
- constantly challenging the status quo
- continuously developing further

Environmental protection, resource conservation, CO₂ reduction and Corporate Social Responsibility (CSR) are topics that have always been deeply anchored in RINGANA's corporate philosophy. We see ourselves as pioneers in our sector. We aim to continue setting new standards and launching innovations above and beyond the norm with our comprehensive sustainability programme RE*THINK. That's why we even challenge good solutions – always with the aim of finding ways to be even more ecological and socially responsible.

Categories



SDGs



Knowing that the major issues of our time, such as climate change, the biodiversity crisis or social inequality, can only be solved together and on a global scale, we have aligned our sustainability strategy RINGANA RE*THINK with the United Nations' Sustainable Development Goals (SDGs). By doing so, we can guarantee that while we are striving to act responsibly and sustainably, we are also taking on the global responsibility that is essential for a sustainable future. This is how we incorporate the global sustainable development goals on a regional level.

The 2030 Agenda for Sustainable Development was adopted by all 193 members of the United Nations in 2015. This agenda comprises 17 Sustainable Development Goals (SDGs) which are aimed at transforming our world. In the future, all human beings should have the same opportunities for a healthy and fulfilling life in freedom and safety.

The SDGs combine social, ecological and economic aspects such as the understanding of poverty, environmental degradation and inequality, as well as production and consumption patterns, to name but a few. They are based on the recognition that the challenges we face are global and interconnected and must therefore be solved in parallel without regional or thematic limitations. Accordingly, implementing the adopted goals is a national as well as an international matter.

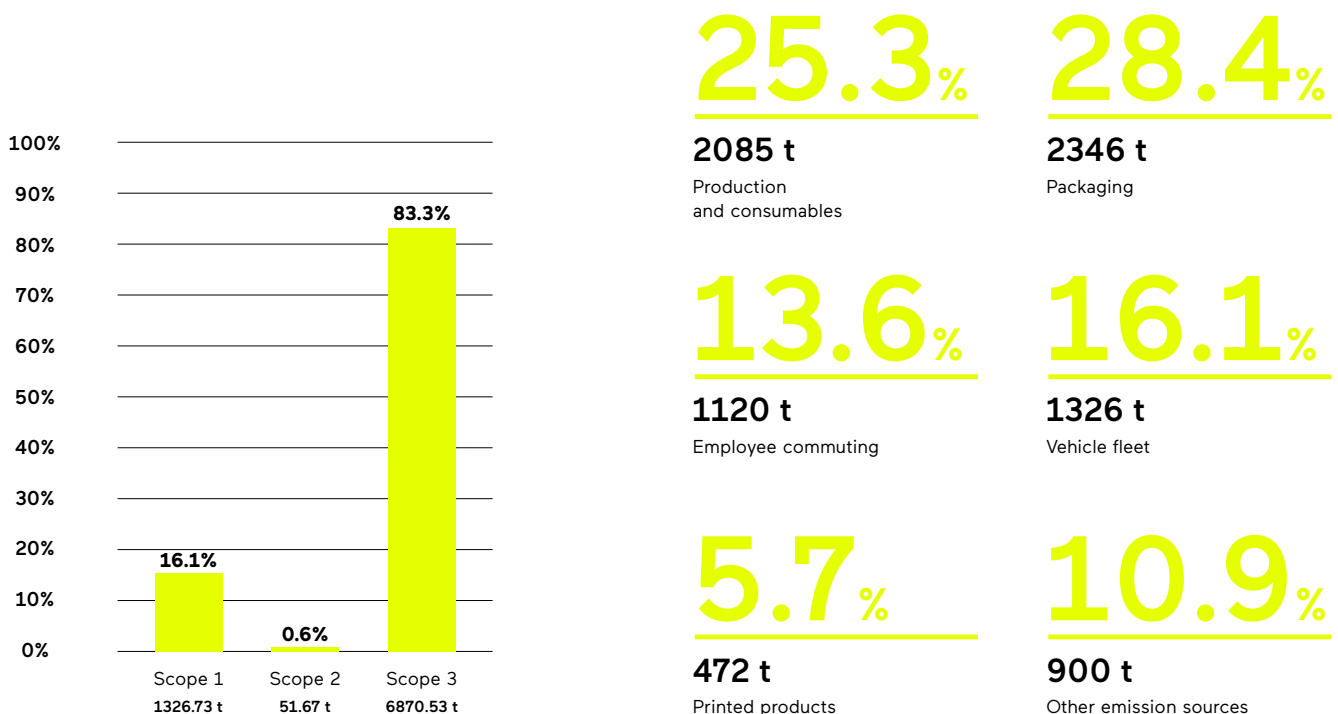
↓ CARBON FOOTPRINT

It's always useful to have a map when finding your way around the landscape. Without it, you risk losing your bearings and taking a wrong turn. The map provides information on your current position, an overview of the entire landscape and helps you decide how to reach your destination. It's exactly the same with the carbon footprint. It shows us where we are in the complex environmental system and where we need to get to in order to reach our destination: the Paris climate goals. The route to this destination is uncharted territory and requires courage on the part of each and every individual, but there is no alternative. RINGANA has therefore been calculating its company-wide carbon footprint since 2018 in accordance with the guidelines of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol). The annual calculation is always based on the previous business year. We are currently calculating the 2022 carbon footprint with a wider scope in order to improve the assessment of environmental impacts in general and to get to know ourselves even better.

13'14

The most recent complete report is from 2022 and shows the following situation:

Split of carbon emissions between Scope 1, 2 and 3



CCF 2022 RESULTS TABLE

Corporate Carbon Footprint

01/2022–12/2022

EMISSIONS SOURCE	tCO ₂	%
SCOPE 1	1326.73	16.1
Direct emissions from the company vehicle fleet	1326.73	16.1
Vehicle fleet	1326.73	16.1
Direct emissions from company facilities	0.23	0.0
Heat (generated in-house)	0.23	0.0
Coolant leakages	0.00	0.0
SCOPE 2	51.67	0.6
Purchased heat, steam, and cooling for own use	51.67	0.6
Heat (purchased)	51.67	0.6
Purchased electricity for own use ³	0.00	0.0
Electricity (facilities)	0.00	0.0
Electricity (vehicle fleet)	0.00	0.0

³⁾ Calculated using the market-based method. Using the location-based method, however, the emissions stand at 867.39 t CO₂.

EMISSIONS SOURCE	tCO ₂	%
SCOPE 3	6870.53	83.3
Purchased goods and services	4978.49	60.4
Packaging	2345.79	28.4
Production and consumables	2084.74	25.3
Printed products	472.20	5.7
Food services	61.55	0.7
Electronic devices	11.98	0.1
Water	1.60	0.0
External computing centre	0.49	0.0
Office paper	0.14	0.0
Employee commuting	1128.09	13.7
Employee commuting	1119.97	13.6
Working from home	8.12	0.1
Downstream transport and distribution	283.30	3.4
Outgoing logistics	283.30	3.4
Business travel	163.30	2.0
Flights	134.59	1.6
Hotel stays	22.12	0.3
Rental and private vehicles	5.70	0.1
Rail travel	0.89	0.0
Disposal of sold products at the end of their life	129.60	1.6
Product disposal	127.24	1.5
Product disposal transport	2.36	0.0
Fuel and energy-related emissions	88.77	1.1
Upstream electricity	46.25	0.6
Upstream heat	42.52	0.5
Upstream transport and distribution	66.32	0.8
Incoming logistics	66.32	0.8
Waste from operations	32.66	0.4
Operational waste	31.58	0.4
Transport for disposal of waste	1.08	0.0
OVERALL RESULT	8248.93	100.0

↓ Mea

su

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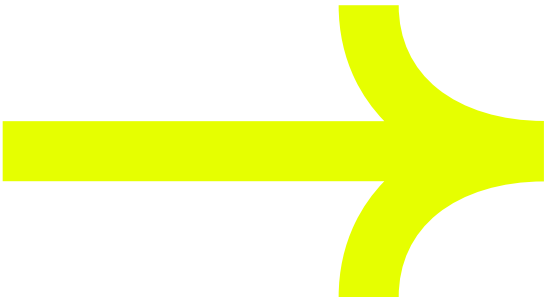
We don't just talk, we also act. All the goals we have set as well as an excerpt of the corresponding measures with regard to our social and ecological responsibility are listed on the following pages. They are divided into the categories of the RINGANA RE*THINK strategy and labelled with the relevant SDGs. Because we don't just act, we also speak openly about it.



RINGANA RE*THINK

SDG 16, 17

Current goal	Successes/failures	Trend
Make corruption prevention in the supply chain a systemic goal of our purchasing strategy.	Code of Conduct sent out to all suppliers.	↗
Monitor stakeholder interests on an annual basis.	Establishment of an inner circle for feedback from the sales team. Integration of stakeholder analyses in IMS.	↗
Offer products that are usable by all people.	83% of RINGANA products are allergen-free.	=
Introduce an environmental management system verified by external auditors.	Introduce environmental management system (IMS) and meet the requirements of ISO 14001.	↗



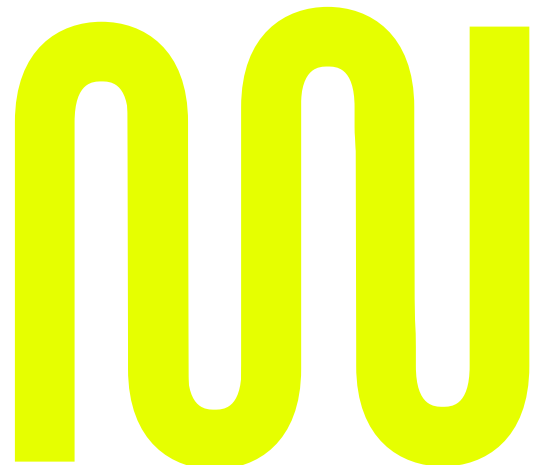


SAVE ENERGY

SDG 7

Current goal	Successes/failures	Trend
Company committed to obtaining 100% of all energy required across all sites from renewable sources from 2022.	Proportion of renewable energy stable at 100%.	=
Cover 50% of total energy demand with renewable energy produced in-house by 2030.	Quantity of energy produced in-house further increased by expansion of PV system. Proportion of self-generated energy at 24% – including heating and cooling energy and company cars.	↗
Reduce energy intensity (ratio of energy consumption to production volume) by 15% by 2030 (compared to 2022).	Active energy management, based on which potential efficiencies are identified. Adjustments made to room temperatures at the RINGANA Campus. Optimisation of the operating times of AC systems.	=

19'20

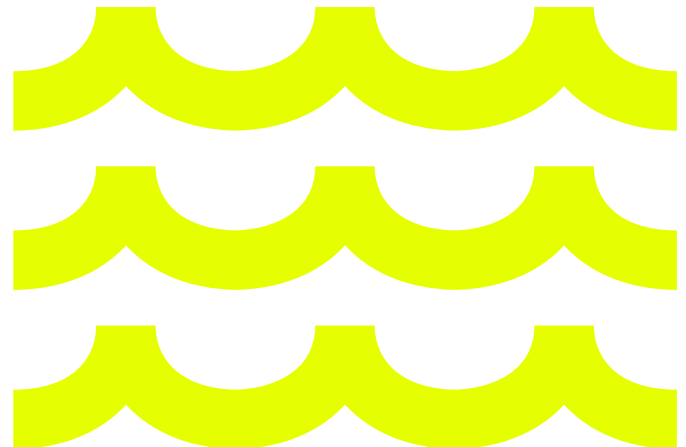




SAVE WATER

SDG 6, 14

Current goal	Successes/failures	Trend
Ensure access to clean drinking water and reduce diffuse emissions of nutrients and problematic substances.	100% of rinse-off products certified by the Austrian Environmental Label and the EU Ecolabel, steady increase in organically cultivated plant-based raw materials used in products by making this a focal point in product development.	↗
Calculate the water footprint for the entire company every two years and identify reduction measures based on this information.	Company-wide water footprint not yet calculated, ongoing monitoring using standardised calculation method.	=
Reduce water intensity (ratio of water consumption to production volume) by 15% by 2030 (compared to 2021).	Water intensity reduced by 52% – closed water loops in production, CIP system for optimised cleaning of production facilities, optimisation of water-consuming activities like sanitary flushing and sprinkler system.	↗
From 2021 onwards, cooperate at global level with stakeholders who champion the sustainable protection of the oceans.	Certification of sunscreen products by the Positive Reef Initiative for the use of coral-reef-friendly UV filters.	=



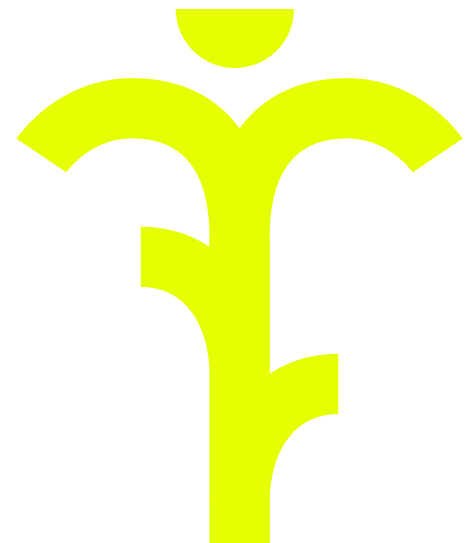


ORGANIC INGREDIENTS

SDG 2, 12, 15

Current goal	Successes/failures	Trend
Certified natural cosmetics as standard.	Natural cosmetics standard as guideline for the development of cosmetics products.	=
Increase purchase volume of organically cultivated raw materials to 80% by 2030.	Organic quota in 2022: 74.97%	↗
Support biodiversity conservation programmes.	Climate partnership with the Dürrenstein-Lassing valley wilderness area.	↗

21'22

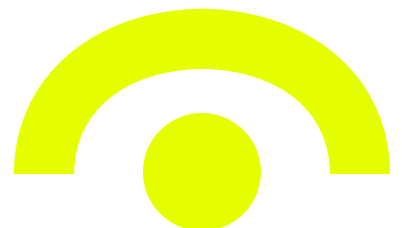




TEAM UP

SDG 3, 8, 10, 17

Current goal	Successes/failures	Trend
Guarantee non-discriminatory and inclusive personnel policy.	Shared code of ethics as guideline for interpersonal interactions.	↗
Support for socially disadvantaged people in the workplace.	Recruitment and integration into the company of those in institutional care; plan for encouraging people with disabilities to apply for a job is being drawn up.	=
Offer the option to work from home.	Company-wide working from home policy defined, enabling up to 40% of hours to be worked from home, depending on role.	=
Provide employees with meat-free lunches made from regionally sourced and organic ingredients where possible.	Free, freshly prepared vegan/vegetarian lunches – 2022: 48,156 meat-free meals provided.	↗
Offer health initiatives for employees.	Provide option for all employees to participate free of charge in the RINGANA ring(training) fitness initiative.	=
Make regionally grown fruit/vegetables available to employees.	Harvest fruit from the RINGANA Campus meadow orchard and offer it to employees.	↗

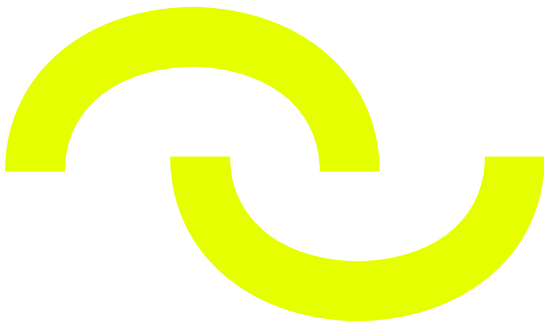




NONSTOP INNOVATION

SDG 9

Current goal	Successes/failures	Trend
Collaboration with external experts, universities and research institutes on sustainable innovation processes.	Optimisation of recyclability of packaging with PCCL (Polymer Competence Center Leoben). Further development and improvement of carbon footprint calculation with Dr Wolfgang Pekny and ClimatePartner.	↗
Further expand innovative and resource-efficient in-house production of RINGANA products.	Production of RINGANA Caps brought entirely in-house as far as technically possible.	↗

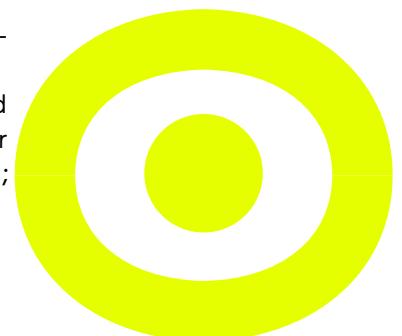




SUSTAINABLE GOALS

SDG 8, 10, 11, 17

Current goal	Successes/failures	Trend
Link the RE*THINK sustainability strategy to the SDGs.	RINGANA RE*THINK sustainability strategy linked to the UN Sustainable Development Goals.	=
Annual SDG reporting.	Alongside reporting on progress in terms of the RINGANA sustainable development goals we also report on our contribution to the SDGs.	=
E-bike fleet for employees – cover short distances sustainably.	E-bikes have been included in the company fleet and are available to employees for business travel and private use. Accompanying charging infrastructure installed.	=
Implement safe cycle paths between company sites in consultation with the local authority (cycle path concept).	Collaboration with nearby public institutions to develop soft mobility plan for the region.	=
Implement a platform for employee carpooling to and from work in 2021.	The carpooling platform, including benefits, is in use. An upgrade to the platform to make it easier to set up carpools is being tested.	↗
Support regional and global programmes to build a sustainable and inclusive society.	Sponsor of the SOS Kinderdorf child support organisation since 2017; collaboration with the Lebenshilfe Hartberg counselling centre – workplace integration at the RINGANA site for permanent employment and apprenticeships; regular support for the Sterntalerhof children's hospice; participation in the Styrian 'Spring Clean' initiative; collaboration with Hilfswerk International to improve global livelihoods.	=



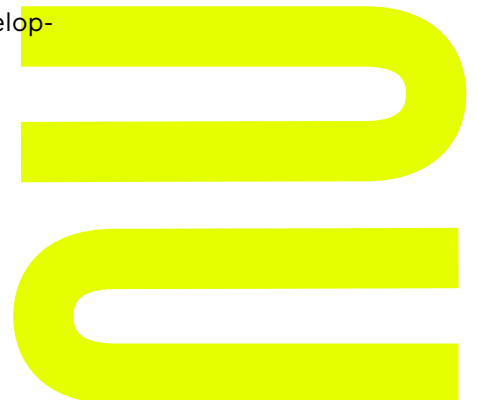


ECO PACKAGING

SDG 9, 12

Current goal	Successes/failures	Trend
Calculate the ecological footprint for each product-related innovation to help with decision-making.	After an in-depth environmental accounting project with external experts and ClimatePartner, it was decided to use our carbon footprint as the standard for measuring environmental impact.	=
Reduce packaging proportion of total carbon footprint to 20% by 2030.	Introduction of pouch packaging to reduce packaging weight for testers; for FRESH soap liquid the ratio of product to packaging was optimised; an interdisciplinary eco-packaging project was launched to ensure targeted implementation of the packaging goals.	↗
Increase the proportion of PCR in packaging at RINGANA GmbH to at least 30% by 2030.	Ecodesign strategy to be defined with the help of life cycle assessment data Launch company-wide eco-packaging project.	↗
Creation of a development platform for product packaging.	Draw up catalogue of criteria for the assessment of sustainable packaging and use as a development platform.	↗

25'26

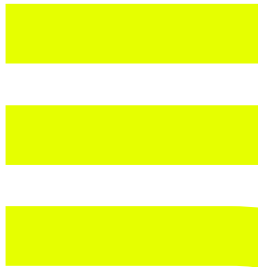




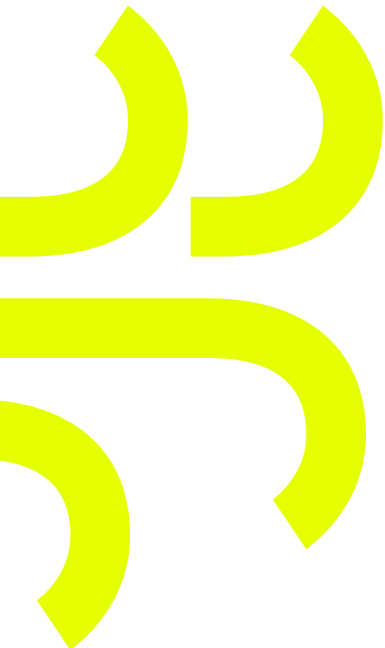
REDUCE CO₂

SDG 9, 12, 13

Current goal	Successes/failures	Trend
Regular calculation of the carbon footprint of the entire company.	Carbon footprint of the company including scope 1, 2 and 3 emissions calculated annually; environmental accounting with Wolfgang Pekny and Karl Steinwender; improvement of environmental accounting process through triangular cooperation with ClimatePartner, Footprint.at (Wolfgang Pekny) and RINGANA, first calculations of the product carbon footprint completed.	↗
RINGANA GmbH commits to reducing absolute GHG emissions under Scope 1 and 2 by 42% by 2030 against a 2020 baseline year.	Trend not yet reversed in scope 1 + 2. Most measures taken in logistics. Additional logistics centres for optimising the routes of our own HGVs.	↘
Fully compensate for unavoidable climate-impacting emissions via reputable climate protection programmes.	RINGANA has been a climate-neutral company since 2019 (incl. all products). Climate partnership with the Dürrenstein-Lassing valley wilderness area.	=



Current goal	Successes/failures	Trend
RINGANA GmbH commits to reducing indirect value chain emissions (Scope 3) by 25% by 2030, against a 2020 baseline year.	13.5% reduction in CO ₂ emissions under scope 3, reduction in printed material, in-house production of stuffing material for shipping crates, optimised item purchasing.	↗
Certification of events according to the Austrian Ecolabel's Green Events standard.	Subsidiary SoFresh Touristik GmbH, organiser of RINGANA events, has been a Green Meetings and Green Events licensee since 2022, certification of NEXT Darmstadt as the first Green Event outside Austria.	↗



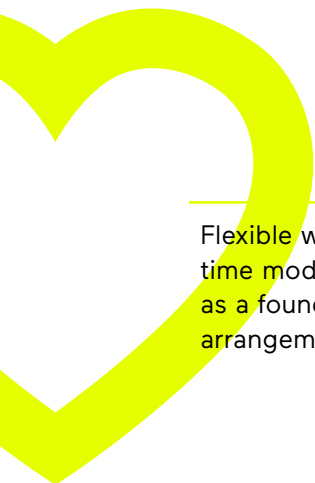


BETTER TOGETHER

SDG 1, 2, 3, 4, 5, 8, 10

Current goal	Successes/failures	Trend
Long-term contracts with suppliers and partners along the supply chain.	Analysis of the supply chain by contract duration and supplier assessment.	=
Systematically reinforce regionality as a strategic purchasing criterion.	Items are purchased globally in order to obtain products that are as fresh as possible, but also regionally as far as possible.	=
Make social standards in the supply chain a systemic goal of our purchasing strategy.	Strategic implementation of eco-social standards in supplier assessments; active discussion of eco-social standards.	↗
Increase number of social projects along the supply chain.	Portfolio of projects with social added value in the supply chain constant up to now.	=
Define a list of environmentally relevant criteria for suppliers and producers.	Strategic implementation of ecological standards in supplier assessments.	↗
Make dignified working conditions in the supply chain a systemic goal of our purchasing strategy.	Integrated in our new Code of Conduct, which is communicated to every supplier.	↗
Implementation of a company kindergarten to allow employees to choose how they work.	Proof of concept currently negative.	↘
50:50 gender balance in management.	Management positions by gender in 2022: 43% female (2021: -9%).	↘

Current goal	Successes/failures	Trend
Offer all employees the opportunity to easily gain qualifications or undergo training and further education.	Free competence development programme for internal technical and personal development created, education and training of all employees integrated into internal processes.	↗
Organised company visits for organisations – RINGANA as an example of doing business sustainably.	Implemented a guided transparent tour of the RINGANA campus, raising awareness by making sustainable management visible.	=
From 2020, use the RINGANA Online Academy to raise awareness.	Awareness-raising content on subjects relating to sustainability available in the Online Academy.	=
Cooperate with schools, universities and social institutions for educational purposes, to provide internships and training or apprenticeships.	2022 internships: 84 interns – of which 66% were in secondary education and 34% were in higher education. Project to expand RINGANA apprenticeship program being implemented: chemicals laboratory technician, mechanical engineer and metals technologist, office administrator, logistics administrator. Apprenticeships advertised: chemical process technician and process technician.	=
Flexible working hours and part-time models for all employees as a foundation for modern work arrangements.	Workplace satisfaction survey carried out annually, working from home policy in force for all employees.	=

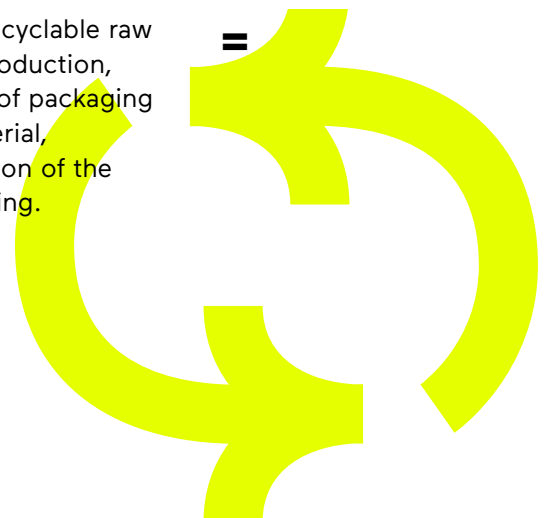




REUSE CONCEPT

SDG 9, 12, 13

Current goal	Successes/failures	Trend
Increase proportion of recyclable packaging.	Optimisation of recyclability of packaging with PCCL (Polymer Competence Center Leoben), criteria drawn up for assessing the recyclability of packaging.	↗
Raise rate of reuse for cosmetic glass containers to 30% by 2025.	Communication to customers reviewed, washing and sorting process optimised, REUSE quota 2022: 35%.	↗
Optimise logistics for glass returns in an environmentally friendly way.	Returns processed via logistics centres.	=
Reduce waste intensity (ratio of waste volume to production volume) by 15% by 2030.	Detailed analysis of waste streams performed. Cooperation with the waste material network ZweckZwei.	=
Maintain or improve recycling rate by 2030 against a 2021 baseline year.	Recycling quota 2022: 84% (2021: 77%).	↗
Develop innovations in the spirit of the circular economy from 2020 and consider upstream and downstream businesses and institutions.	Use of heavyweight upcyclable raw materials from food production, increasing proportion of packaging made of recycled material, analysis and optimisation of the recyclability of packaging.	=

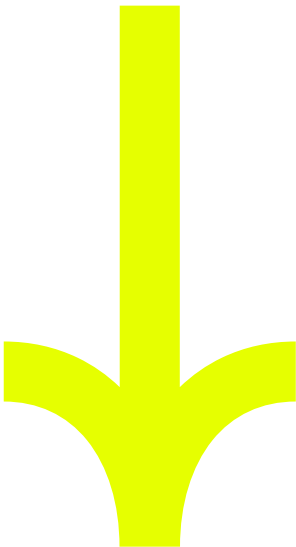




REDUCE PLASTIC

SDG 6, 9, 14

Current goal	Successes/failures	Trend
Increase the proportion of PCR plastic in packaging to at least 30% by 2030.	Use of recycled plastics in airless containers and push-on caps technically implemented, share of recycled materials in glass containers increased, eco-packaging project for targeted interdisciplinary implementation launched.	↗
Refrain from using fossil raw materials in all products.	Development of products consistently in line with the RINGANA values. Products without liquid or solid microplastics – certification by NGO Beat the Microbead with the “Look for the Zero” label, with regular external monitoring. Use of natural vegetable oils and avoidance of petroleum-based oils such as paraffin or petrolatum.	=



IMPRINT

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**Trans·paren·cy
to be
continued**