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TRUE · VISIONARY · BEAUTY

Sustainability Report 2023

Made in Italy BeautyEthics

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Methodological Note

This document was prepared in accordance with the provisions of Italian Law No 208 of 28 December 2015, which requires Benefit Companies to document and plan the positive impact of the public benefit goals outlined in their Articles of Association. The Impact Report was drawn up with the input and support of external consultants. People from the Sustainability Team also participated in the development of the Impact Report, contributing their assistance, knowledge and experience. They were involved and listened to in order to acquire the qualitative and quantitative elements relevant to the reporting period. Kemon evaluates its sustainability activities through EcoVadis, an advanced third-party platform. In 2023, Kemon scored 64/100. We use the EcoVadis scoring performance measurement system to monitor progress towards greater sustainability.





Introduction

At the core of our mission, both as a cosmetics business and as a benefit company, lies the strong belief that research, product innovation and the pursuit of excellence in the industry can be a means of creating true value for everyone.

Typically, a company's stakeholders are identified as its customers, employees, suppliers and business partners as well as the entire fabric of territorial and professional communities where the company operates.

However, 'creating value for everyone' does not only refer to stakeholders or to ensuring high product quality. In fact, this has a broader meaning to us.

It means 'bottling' an intrinsic value representing the essence of a responsible cosmetics industry: a way of conducting business that is committed to making this sector not only economically profitable, but also socially fair and environmentally sustainable by paying attention to the entire supply chain.

This translates into carefully selecting raw materials and suppliers, with priority given to those respecting the environment and promoting biodiversity, and into building relationships based on trust and cooperation to jointly create a supply chain that becomes a paradigm of efficiency and sustainability.

This also means investing in research and development to increase our formulation expertise and keep pace with the most stringent international standards and ever-evolving consumer care regulations.

On the other hand, it is not just formulations that demonstrate our commitment to innovation: product eco-design involves research into packaging and materials, filling systems and production processes that are increasingly optimised, lean and aimed at saving time while reducing waste and consumption, making us a more future-ready company.

Finally, our predominantly B2B distribution model drives us to constantly improve the level of service we provide to our customers and to seek stable, long-term relationships based on transparency and mutual growth.

This is our commitment to a forward-looking industry, aware that sustainability means long-term durability and prosperity for us and the planet.

A fertile and sustainable natural environment melds seamlessly with Italy's vibrant artistic heritage to create a unique aesthetic experience. This balance between preserved landscapes and living cultural heritage promotes beauty and sustainability for future generations.

Francesca Nocentini
General Manager



1959

Partenio Nocentini, a cosmetics salesman, and his wife, hairdresser **Amalia Gentili**, found **Cramer** in San Giustino (Umbria).



1976

The production site is expanded and **the company moves to the place that is its current home**. The industrial plant occupies an area of 15,000 m², with a built surface area of 2,800 m².



1996

The industrial plant is extended: the available built surface area is now 6,500 m², while a large part of the production facilities are renewed and a new R&D centre is opened.



2001

The **Kemon Style Lab** in San Giustino is inaugurated. This training centre becomes a benchmark for all Kemon hairdressers and will, in just a few years, see the emergence of a secondary head office in Milan.

2006

Up in the hills, not far from our plant, **20 hectares of land** are converted to organic farming and the **Kemon Open Lab** is created. This is an open-air research and experimentation laboratory on medicinal plants for cosmetic use.



2021

The industrial plant is extended with the K3 building, an anti-seismic steel structure equipped with state-of-the-art electrical and mechanical systems. The total surface area is expanded by another 6,000 m² over two floors.

2023

Kemon S.p.A. becomes a **Benefit Company**.



Made in Italy BeautyEthics

We use the term 'Business Ethics' to refer to the system of beliefs and morals that underpin our company's conduct.

In practice, this means making decisions that not only comply with the law, but are also socially and environmentally just and responsible.

Our way of working is oriented towards doing business ethically and therefore includes such principles as:

- **Transparency.** To be clear and honest in our communications and operations.
- **Social responsibility.** To consider the impact of our actions on society and the environment.
- **Fairness.** To treat all employees, customers and partners fairly and with respect.
- **Integrity.** To maintain high moral standards and do the right thing even when it is difficult.

We have adopted an **Organisation Model that complies with Legislative Decree No 231/01**, an Italian law that defines the requirements for the organisation, management and control of company activities in order to prevent criminal offences from being committed within the company and to avoid any corporate administrative liabilities arising from offences perpetrated by employees or managers.

The Organisation Model clearly outlines ethical obligations and responsibilities in the conduct of business, with a view to prevent unlawful conduct.

To ensure compliance with Model 231, a Supervisory Board is in place to monitor the correct implementation of the Model and report regularly to the Board of Directors on its findings, thereby reinforcing Kemon's commitment to ethical business practices.

The company's ethical and conduct principles are summarised in the [Kemon Code of Ethics](#). This document, signed by business partners, employees, collaborators and associates of the company, is designed to promote a healthy and transparent working environment by ensuring that all activities are conducted legitimately and responsibly.

A whistleblowing platform is available to anyone wishing to report conducts considered inappropriate, unlawful or potentially harmful to the company's business or to third parties. This platform facilitates reporting of suspected violations of the Code of Ethics or laws and regulations in areas such as diversity and inclusion, health and safety, human rights, the environment, corruption, data protection, animal welfare and antitrust rules.

Every day, for over 65 years, we have been producing cosmetics to protect and enhance hair beauty.



Metodo delle Armonie®: the Colour Harmony Method is a science-based analytical procedure that helps choose the right hair colour to enhance everyone's natural beauty.

kemon



ACTYVA
nuova fibra
SHAMPOO

Strength & Protection

Shampoo Ricostruttore
Reconstructing Shampoo
Shampooing Reconstructeur
Champu Reconstructor

3.4 FL. OZ. 100 ml e



Our Products

A professional and effective response to every need to make the hairdresser's work easier every day.

KEMON

Hair Colouring Products

Ammonia-free and enriched with soothing organic medicinal plants, **Yo Color System** is a soft yoghurt-based mixture that is pleasant to apply and gentle on the scalp.

Cramer Color System makes it possible to explore and achieve the full potential of each shade, breathe life into each tone and personalise each colour, safe in the knowledge that the result will be unique and always perfect.

Bleaching Products

Lunex System is a range of specific products with safe and advanced formulations that respond to every hair lightening need and desired effect.

Texturising Products

Simple and reliable, **Unamy System** creates perfectly straight hair styles or defined curly looks, controls or provides volume, leaving hair soft and elastic.

Hair Care and Styling Products

Captivating fragrances, original textures, colourful and fun packaging designs, plus immediate results. **Kemon Hair Care** products enhance the hair care routine every day, both in the salon and at home.

With **Kemon Hair Style** products, scents and colours stimulate creativity, while formulas and textures invent new lines. Extreme versatility and craftsmanship in creating a personalised style

ACTYVA

A complete line that encompasses hair care products targeting scalp and hair needs, synergistic hair styling products and a next-generation hair colour system.





Our Public Benefit Goals

OUR PURPOSE

We see in research for the beauty industry and in the pursuit of quality the opportunity to generate value for everyone.

OUR MISSION

We study and manufacture high-quality professional cosmetics with an intense focus on innovation. We promote a sustainable and free form of beauty, operating transparently and responsibly.

To implement an Ethical Business model, Kemon has found it necessary to give itself the appropriate tools for future strategic and operational decisions to be aligned with our cultural and purpose-driven references.

Becoming a Benefit Company in 2023 was a key step in formally establishing our commitment to making a positive impact on society and the environment. This has led us to formalise indicators as well as the progress of initiatives, policies and best practices to maintain a business model designed to increase the company's level of sustainability.

Introduced in Italy in 2016 by Italian Law No 208 of 28 December 2015, the Benefit Company is a legal business form that marks an evolution from the traditional corporate model, as it aims not only to generate profit, but also to promote environmental sustainability and social well-being.

The amendment of our Articles of Association commits us to operate transparently and responsibly, balancing our shareholders' interests with the expectations of those who choose to accompany us in our work, those who share our own interests, our stakeholders, customers, suppliers, employees, local communities and the environment.

Set out below are our public benefit goals:

- Steer research, development and innovation towards a sustainable business model built upon regenerative economy.
- Promote products, services, processes and business practices that reduce negative impacts and enhance positive outcomes for customers, users, people, natural resources and territories.
- Contribute to the development of the communities where we operate to achieve economic, social and environmental benefits for everyone.
- Work with local associations, businesses, schools and universities to create a corporate and social culture that can be an example and inspiration to future generations.



Transparency Towards Our Customers Certified Formulas

Kemon started working on professional formulations compliant with green certification standards back in 2007.

Since then, these years of continuous research have led us to acquire the formulation and regulatory expertise to develop professional products that meet the most stringent international certification schemes. **Our products are subject to annual third-party audits that certify their characteristics.** The NATURAL (NATURAL ORIGIN) and ORGANIC (ORGANIC ORIGIN) contents in cosmetics are calculated in accordance with the ISO 16128 technical standard. The values shown on the packaging of our products correspond to their content of natural and organic origin ingredients. *Certificate No IT18/1055 from SGS*

Certification procedures and inspections are carried out to ISO/IEC 17065 by the independent ICEA consortium, which operates on a not-for-profit basis and includes several certifying bodies around the world.

The ICEA COSMOS ORGANIC/NATURAL certification requires:

Certificate No 066CS (Rev. 08, Prot. 25) from the ICEA

- The use of organic ingredients.
- The use of natural origin ingredients.
- Sustainable production processes. This means that production methods must respect the environment and human health, promoting green chemistry practices and the responsible use of natural resources.
- Transparent and traceable communication, that is, all ingredients and processes must be traceable and documented to ensure transparency.

The **ICEA VEGAN** certification ensures that no raw material, process aid or auxiliary agent of animal and/or GMO origin is used. Specifically, the certification procedure involves an initial assessment of the products and production processes, including a verification of the composition of the products and raw materials in use. The traceability of the lot number and raw material producer is guaranteed, ensuring that no ingredients of animal origin or GMOs have been used. Verified label claims give consumers confidence that vegan requirements are being met.

Certificate No 091VEG (Rev. 26, Prot. 27) from the ICEA

The **ICEA ECO-BIO COSMESI** certification for eco bio cosmetics provides for product formulations and packaging to be free from raw materials that are harmful to the environment and human health. Moreover, it ensures that cosmetics are produced using state-of-the-art, eco-friendly techniques.

Certificate No 084BC (Rev 18, Prot. 01) from the ICEA

The **Vegan** mark, established in 1990 by the Vegan Society, is an internationally recognised symbol that guarantees a product is completely free of animal origin ingredients and has not been tested on animals.

In relating with our CUSTOMERS, we are committed to communicating the features of our products and services in a clear, honest and transparent way.





Technical Transparency Certified Work Processes

Our focus has always been on a way of working that reduces waste and optimises the efficiency of production processes. We strive for continuous improvement in productivity and quality. We also maintain high environmental and social sustainability standards.

The integration of our certifications creates a management system that not only improves operational efficiency, but also promotes our environmental, social and economic sustainability.

ISO 9001 (1998) certification verified by SGS Italia S.p.A.

Our Quality Management System complies with international technical criteria for quality management. This standard includes a strong customer focus, top management motivation and commitment, a process approach and continuous improvement.

ISO 22716 (2013) certification verified by SGS Italia S.p.A.

The international technical standard on 'Good Manufacturing Practices' for cosmetic products provides guidelines for the production, control, storage and shipment of cosmetics, with the aim of guaranteeing high safety and hygiene standards to consumers.

UNI EN ISO 14001 (2007) certification verified by SGS Italia S.p.A.

The implementation of the technical standard for Environmental Management since 2007 is tangible proof of the company's commitment to minimising the environmental impact of its activities. We have sustainable practices in place that are audited annually by certifying bodies.

UNI EN ISO 45001 (2020) certification verified by SGS Italia S.p.A.

The Occupational Health and Safety Management System, which complies with the relevant technical standard, attests to the company's resolve to create a safe and healthy working environment, preventing accidents and occupational diseases. This encourages the active participation of employees in health and safety decision-making, improving their well-being and motivation.

In relating with our SUPPLIERS, we require strict compliance with current legislation and adopt objective and transparent evaluation criteria.



TARGET FOR 2024
Applying lean production principles to one of our production lines.





Transparency in Governance

THE OWNERSHIP



Francesca Nocentini



Lucia Nocentini



Benedetta Nocentini

THE BOARD OF DIRECTORS (BOD)

The year 2023 marked a significant step in Kemon's evolution. Besides pursuing economic and financial goals, our decision to become a Benefit Company has led us to formalise our resolve to benefit society by acting responsibly, sustainably and transparently towards people, communities, territories and the environment, bodies, associations and all key stakeholders willing to accompany us on this virtuous journey.

The role of the Board of Directors has been strengthened by entrusting two executive directors with the task to review and approve an ambitious industrial plan, defining a level of risk compatible with our strategic objectives.

THE C-SUITE

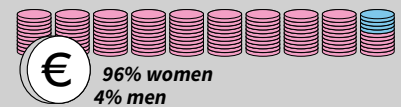
Investing in corporate credibility is a fundamental commitment to the long-term success of our work. In today's corporate landscape, credibility is closely linked to the adoption of sustainable practices.

When a company demonstrates genuine commitment to Environmental, Social and Governance (ESG) principles, it builds trust with its stakeholders – customers, investors and employees.

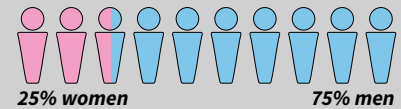
For this reason, the C-Suite executives are considered to be the company's first ambassadors.

They sit on the Risk Management and Control Committee and have been assigned strategic objectives with variable compensation, which are related to sustainability performance within a Management by Objectives (MBO) framework. The graph on the right shows the percentage of MBOs with an ESG theme.

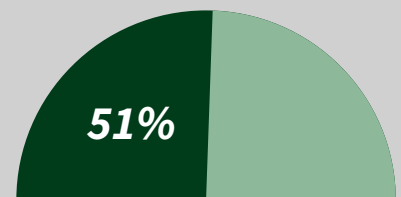
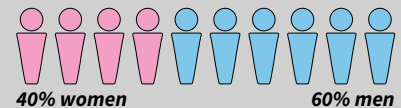
Gender equality in share value



Gender equality in the BOD



Gender equality in the C-Suite



Percentage of MBOs
with an ESG theme



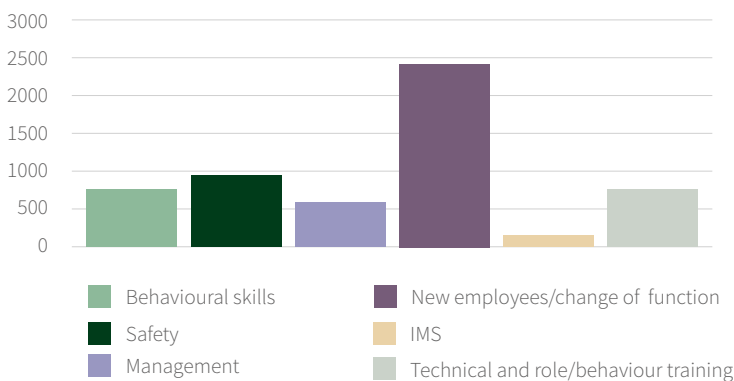
Transparency in the Group's Activities

With over 60 years of history, the company stands out as a family business that has been able to grow thanks to the contribution of a cohesive group of 200 people. Many of our employees have been part of the company's journey for a long time and have demonstrated a strong commitment to its values and goals. Alongside them, new generations of young talent are contributing to future innovation and development. A strong focus on investment in human capital is one of our four pillars: average educational attainment levels are high and we continually invest in vocational training and development programmes. This effort is also reflected in the significant presence of women in the company, with very positive results in bridging the gender gap, including in leadership roles. The following data illustrates the composition of our staff in terms of age, educational qualifications and gender distribution.

Kemon is going through a major cultural change that requires increasing awareness among employees. In an ever-changing business landscape, investing in training is a strategic choice for both the individual and the organisation as a whole. We also deem it essential to make all employees aware that their daily behaviour in the workplace should be in line with the principles of sustainability and quality as defined in the Kemon Identity. Below are the details of the training initiatives carried out in 2023.

- **Behavioural skills training, 13%** (for honing soft skills such as communication, teamwork, leadership and time management skills).
- **Mandatory and safety training, 16%** (for reducing and preventing workplace risks and using equipment correctly).
- **Management training, 10%** (for developing management, communication, leadership and feedback reporting skills).
- **Professionalising training, 42%** (for promoting the professional development of young people).
- **Technical and role training, 19%** (for enhancing employee technical competence and operational efficiency).

Training hours in 2023

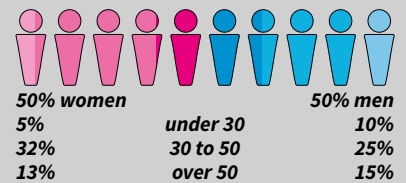


OUTCOMES IN 2023

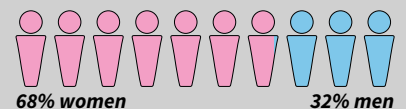
Training about the company's Purpose & Identity: 996 hours/year
Code of Ethics: 240 hours/year



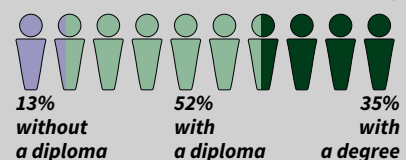
Gender equality and age of employees



Gender equality in management



Educational qualifications of employees





Stakeholder Engagement

The company's material topics, i.e. the ESG themes that have the most significant economic, environmental and human impacts, including a human rights impact, were identified through context analysis and interviews with our key stakeholders.

The materiality analysis process consisted of the following steps:

1. Engaging stakeholders, i.e. identifying our stakeholders and analysing topics of concern to them.
2. Involving the C-Suite internally.
3. Assessing the impacts generated by classifying the different topics according to their relevance in a three-level ranking system.
4. Validating results.
5. Defining the relevant topics.

STAKEHOLDER ENGAGEMENT

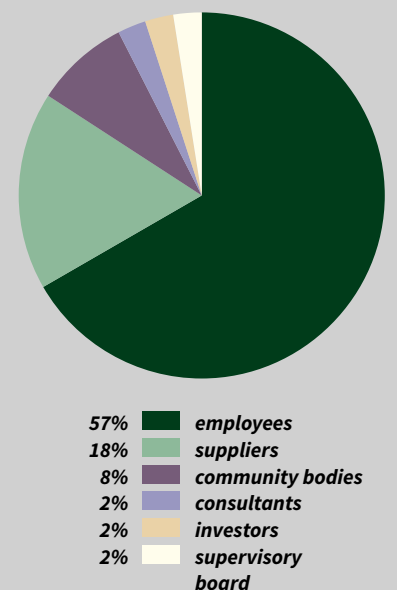
To identify our stakeholders' priorities and needs, we have outlined and initiated an ongoing stakeholder engagement process resulting in the implementation of specific initiatives to pinpoint the topics to address.

The first step of this process was to send out a survey that allowed us to understand which topics stakeholders rated as potentially relevant – both positively and negatively – on a scale of 1 to 5.

CONTEXT	WHO	HOW
internal	employees	company's app
external	consultants	surveys
external	suppliers	questionnaires and audits
external	customers	notes in the complaint mgmt SW
external	community bodies	questionnaires, surveys
external	investors	surveys
external	supervisory board	surveys



Stakeholder Map





Our Relevant Material Topics and Materiality Matrix

Managers were asked in another survey to express the impact value of their daily activities on the same topics identified for stakeholders. The impacts generated by Kemon were then classified and assessed by external consultants in accordance with the logic of significance and probability of occurrence. Next, the consultants quantified the outcomes that emerged when engaging the company's external and internal stakeholders. The results of the materiality analysis went through a Risk and Opportunity process and the C-Suite validated the conclusions. The final document was approved by the Board of Directors.

Here are the material topics underpinning our Strategic Business Plan and our short-, medium- and long-term commitments.

OUR MATERIALITY MATRIX

Our material topics are functional to the development of our Strategic Business Plan. They underpin our short-, medium- and long-term commitments, and result into actions that we have organised into programmes and focus areas.

Additionally, these material topics give rise to sustainability projects, which in turn generate the Management by Objectives (MBO) process for managers and also guide reporting activities.

The table below shows our material topics broken down by **ESG (Environmental, Social, Governance)** pillar and the priority level assigned to each of them.

ESG	MATERIAL TOPICS	RELEVANCE LEVEL		
		1	2	3
E	Fighting climate change	✓		
	Sustainable raw materials		✓	
	Saving water resources	✓		
	Environmental footprint and circular economy	✓		
	Protecting ecosystems and biodiversity			✓
S	Developing urban assets		✓	
	Diversity and inclusion, employee well-being	✓		
	Workers' health and safety		✓	
	Relations with the territory		✓	
	Customers' health and safety		✓	
	Sustainable supply chain			✓
G	Business ethics		✓	
	Integrating ESG issues into governance			✓
	Compliance		✓	
	Risk management			✓





One of our points of excellence is the Velian Complex® patent, a blend of natural essences with a strong soothing, antibacterial and antioxidant power.

Kemon Open Lab Locally Sourced Raw Materials

To date, we have allocated more than 28 hectares of land for the creation of an open-air laboratory where we experiment with plants native to the area. In the hills of Umbria, not far from our plant, we have converted agricultural plots to organic farming. These areas allow us to carry out ongoing research aimed at protecting biodiversity and rediscovering a selection of medicinal plants with emollient and soothing properties used in the beauty/care industry.

The plantations are cultivated with great respect for natural rhythms, using organic fertilisers derived from the production waste of the Ca' dell'Odola Farm and the Altotevere Brewery. This particularly virtuous outcome minimises waste and ensures that the intrinsic qualities of the crops are preserved over time. Such dedication guarantees that each and every essence extracted is rich in nutrients and carries a legacy of environmental stewardship.

To us, this means protecting native biodiversity, preserving its benefits and defending the environment.

By using top-quality, locally sourced raw materials, we can reduce packaging and CO2 emissions associated with transporting and marketing these nourishing and soothing substances.

Throughout 2024, we will be measuring how this decision affects the environmental impact of the products that Kemon puts on the market.





Research and Innovation on Natural Origin Ingredients

Many of our products contain ingredients that are certified organic according to Regulation (EC) No 834/2007 or similar. Our environmental orientation is also attested to by the high percentage of natural origin ingredients in our formulations, calculated in accordance with the ISO 16128 technical standard.

Natural ingredients are obtained from plants, animals, micro-organisms or minerals by physical processes, fermentation or other procedures that do not involve intentional chemical modification of the raw material. On the other hand, organic ingredients are natural ingredients originating from certified organic farming methods or wild harvesting. Derived natural ingredients are ingredients of greater than 50% natural origin, obtained through chemical processes listed in the standard. Derived organic ingredients are derived, at least in part, from organic ingredients that have been chemically modified.

88% of the products in the Actyva Care & Styling and Kemon Care lines contain over 80% natural origin ingredients, of which 53% contain more than 90% natural origin ingredients.

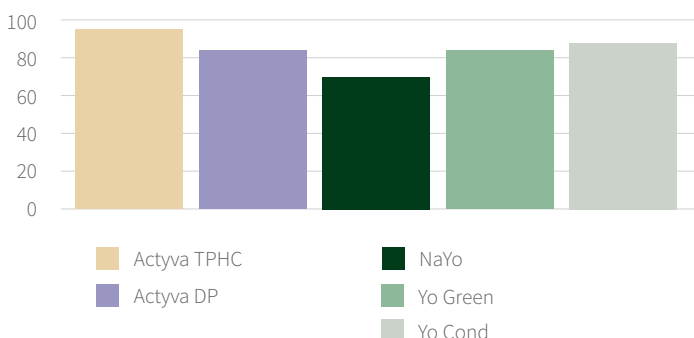
As far as our hair colouring ranges are concerned, Actyva Coloro The Permanent Hair Color contains up to 95% natural ingredients (after mixing with the activator), Actyva Coloro Demi-Permanent Color up to 84% (after mixing with the activator), NaYo up to 70% (after mixing with the activator), Yo Green up to 84% (after mixing with the activator) and Yo Cond contains 88% natural origin ingredients.

All these values are certified by SGS.

53% of the raw materials we use in our formulations have a natural origin index of more than 50%, while 25% are of completely natural origin.



Percentages of natural origin ingredients in our hair colouring ranges





Energy Assessment

In 2023, we took important steps to make the company more energy autonomous, reduce our consumption of non-renewable energy and lower our carbon footprint. Some of the main goals achieved include the following:

Photovoltaic repowering: we completed some sections of our photovoltaic plants, increasing the total maximum power supply from renewable energy sources by over 40 times. As a result, we will be able to cover up to 30% of our energy needs in production and run many of our facilities with clean energy we generate ourselves.

Renewable energy offsetting: we contribute to becoming carbon neutral by offsetting energy from renewable sources. To ensure supplies from renewable sources, we purchase GO (Guarantee of Origin) certified electricity.

Heat recovery: we implemented heat recovery systems to optimise energy efficiency, allowing waste heat from industrial processes or equipment to be used for heating other areas.

Thermal insulation testing of pipelines: we completed the thermal insulation testing of pipelines to help prevent heat loss and reduce heat waste.

Water Footprint

In 2023, we revamped our wastewater treatment plant, adding new sections, such as the Membrane BioReactor (MBR) section, to increase the plant's treatment capacity.

The benefits achieved:

- A significant increase in water efficiency and water recovery, i.e. lower amount of water used in production.
- A decrease in the amount of water abstracted or purchased.
- A reduction in the amount of liquid waste sent for disposal.

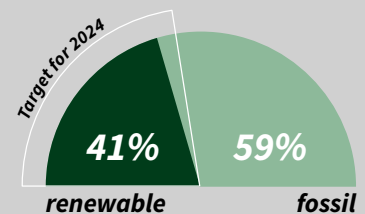
BEST RESULT – A DECREASE of over 23% (23.4%) in the amount of water used to make our products (water intensity).

OUTCOMES IN 2023

- **Photovoltaic repowering: more than 40-fold increase in power**
- **Wastewater treatment plant revamping: treatment plant waste decreased by over 35%**
- **Water use in production reduced by more than 23%**



Percentage of energy sources



TARGETS FOR 2024

- **Energy assessment and consumption monitoring.**
- **More water purified in-house and reused within the company.**





Emission Neutralisation Projects

Allain Duhangan HYDROPOWER PLANT (ADHP) – India

This project aims to reduce northern India's dependence on fossil fuels and supports the operation of the Allain Duhangan hydropower plant, which generates sufficient energy for the region while protecting the pristine natural habitat of the Kullu district in the Pradesh state.

Indeed, the Allain Duhangan hydropower complex has achieved the goal of reducing the district's dependence on fossil fuels in the least environmentally invasive way possible, using hydropower as the cleanest and most efficient alternative source.

Hydropower is a clean energy source that avoids the use of polluting fossil fuels to generate electricity, as is the case with 'traditional' power plants.

AMAZON FOREST PROTECTION – The Envira Amazonia Project

Participating in the Envira Amazonia Project means making an active contribution to the conservation of the Amazon rainforest and improving the living conditions of local communities.

We got involved in the Project by:

- Providing financial support for its implementation.
- Contributing to biodiversity protection by taking part in biodiversity monitoring, tree planting and environmental education activities.
- Helping reduce global emissions.
- Assisting with raising awareness of how important it is to preserve the Amazon rainforest.

OUTCOMES IN 2023

We achieved carbon neutral status for our plant by measuring Scope 1 and Scope 2 CO2 emissions, installing photovoltaic systems, promoting the use of renewable energy, increasing energy efficiency and offsetting residual emissions with carbon credits.

TARGET FOR 2024

Analysing the environmental impacts of our products within the 'cradle-to-gate' boundary.





kemon

ACTYVA

disciplina
Santalwood

kemon

ACTYVA

refill

Eco-Friendly Packaging

Our Eco-Friendly Packaging programme is intended to reduce the environmental impact of the products we market, focussing on the amount of recycled materials used in the packaging as well as on its biodegradability and recoverability indexes, with an eye to also reducing the weight of the packaging in relation to the amount of product contained by prioritising container materials and shapes in line with this requirement. More specifically, we make our best efforts to use containers made from recycled materials:

- **TUBES** made from recycled aluminium containing over 95% PCR.
- **BOXES** made of paper with a fibrous content of 90% recycled fibres and 10% virgin fibres. The paper is FSC (Forest Stewardship Council) certified.
- **GREEN PE CONTAINERS.** GREEN PE is a powerhouse material in the realm of eco-friendliness, as it is made from 96% plant-origin raw material.

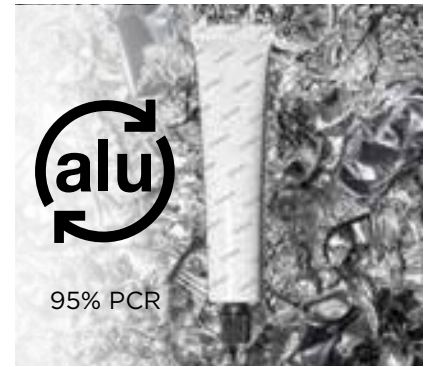
We encourage the use of **POUCH PACKAGING**.

Pouches not only promote new consumer habits aimed at reducing waste and packaging, but also save up to 75% plastic compared to traditional bottles.

Circular Economy

We have an ambitious plan in place to ensure the Group's companies apply best practices, such as industrial symbiosis, valorise waste products and minimise waste production.

The significant reduction in waste generation intensity is a natural consequence of more efficient treatment processes within the plant.



LOW PROFILE CAP

I'm green
PLASTIC
>95% BIO-BASED



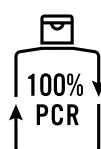
50 % PCR



90% RECYCLED PAPER



FSC CERTIFIED



100% PCR



kemon

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Work-Life Balance

At Kemon, we consider people's well-being to be a key objective and believe in the importance of investing for a better working environment, developing a sense of belonging and promoting a healthy work-life balance.

This is why Kemon, aware of the positive impact employee satisfaction has on work quality and productivity, saw fit to implement new HR initiatives:

- **Company welfare** (bonuses and insurance services)
- **Work-life balance** (remote working, special agreements, flexible working hours, PTO)
- **Employment relationship managed via the company's app**

We have special agreements with local shops, venues and businesses to offer the company's staff economic benefits, such as exclusive discounts, and provide them with more saving opportunities and purchasing power through their status as Kemon employees.

We have special agreements in the following areas: **Fitness and Wellness, Health and Beauty, Purchase of Local Products, Travel.**

We can also enjoy a comfortable, gathering and sharing space at the Altotevere Brewery, located within walking distance of our premises. This is where we can spend relaxing moments with our co-workers. Lunch at the Brewery is free of charge for employees living more than 10 km from the company.





Inclusion Even Outside the Company

Focus on Archeologia Arborea

Kemon is a founding partner of the “Fondazione Archeologia Arborea” (Arboreal Archaeology Foundation) situated in San Lorenzo in Lerchi.

This is an orchard, a repository of biodiversity and local produce comprised of about 400 specimens of several species divided into 150 different varieties recovered after decades of research.

Focus on Our Cooperation with Centro Altomare

We are committed to developing inclusive cooperation initiatives outside the company as well. We have set up collaborative projects that provide for different job opportunities and qualifying skills to help persons with disabilities integrate into the world of work. Since 2023, we have been cooperating with Centro Altomare, a social and recreational association.

[AltomareSocialandRecreationalAssociation_VO_NPO](#)

Focus on Companies Growing Together

We collaborate with the [Valtiberina Project Foundation](#), an organisation of companies committed to quality growth in the Tiber Valley.

- We cooperate with local businesses by coordinating activities that promote economic, cultural, environmental and social progress.
- We work hand in hand with citizens by designing and encouraging innovative policies for the common good. We are committed to boosting human development and improving quality of life in the Valley.

Focus on FAI (Fondo Ambiente Italiano)

We have been Corporate Golden Donors to FAI – The National Trust for Italy – since 2014.



TARGET FOR 2024

Participating in initiatives to raise awareness among businesses of what it means to be a Benefit Company and to create benefits for the community.



kemon

Perform Game

Graduation Day - 10 novembre 2023

**PREMIO DI
MERITO SPECIALE**

«Incontro Fornitori»

Squadra: I MILLENNI
Mato Calabresi, Giulia
Andrea Mambri, Ilari

Corporate Culture

We are committed to promoting a positive corporate culture, which we believe is the cornerstone of Kemon's success. Therefore, we have created a number of focus areas to better explain the company's goals to employees, suppliers and customers. This will help us strengthen the relationships within the entire supply chain and increase the employees' motivation and productivity.

Focus on In-House Communication

All levels of the organisation are encouraged to communicate clearly and openly. This includes regular leadership updates and open lines of communication for employee feedback as well as cross-functional meetings and an online notice board to involve the entire Group.

Focus on Training and Development

We invest in continuous training and professional development for our employees. Opportunities for growth and development can increase motivation and job satisfaction.

Focus on Valuing Employees

The aim of this focus area is to recognise and reward particularly virtuous behaviour and achievements by employees through recognition programmes, bonuses and appreciation of the work done.

A good example is **GRADUATION DAY**.

Since 2021, Kemon has been rewarding team communication through its 'Graduation Day' initiative, an event to share each team's best practices. In 2023, the project evolved towards greater involvement and gamification, with a particular emphasis on integrating departments and working as a team. Each employee chose the most important project of the year, put together a team of co-workers and set about creating the best possible presentation to take the gold spot on the podium!

No organisational constraints, just good projects! An engaging event and a winning experience for everyone.



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