OUR 2024-2025 INTERNATIONAL ISSUE

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Cosmétiques

OUR THOROUGH MONITORING OF THE FRAGRANCE AND COSMETICS SECTOR FOR SUPPLIERS, RESEARCHERS, MANUFACTURERS AND SERVICE PROVIDERS



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Luxury

experience



COVERPLA packaging parfumerie

editoria

Inspiring the Whole World

What a year for Paris! Among the sports finals, the Olympic Games, the return of international trade fairs and the anniversaries of new trade fairs that aren't so new any more, 2024 has a lot going for it! In keeping with our long-standing tradition, we're bringing you a special issue highlighting

« What a year for Paris! »

innovations in perfumery and cosmetics. These new products are analysed from a French perspective, because we can't give up our roots that easily, but this special issue has a

completely international vocation. We're just as interested in innovations from around the corner or around the world. We'll be highlighting them in our pages. This new edition is also an extension of the previous one. A year ago, we suggested saving the planet. Today, we're taking you a step further with our suggestion to save the people. The good news is that awareness is growing. Initiatives exist. We hope to inspire you for at least a whole year. Happy reading and see you soon, here or elsewhere...



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Inspiring the Whole World

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▼ New Liquid Transformative Multitasker for Lips, Eyes, or Cheeks





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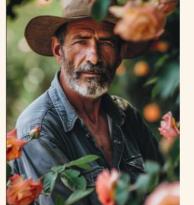
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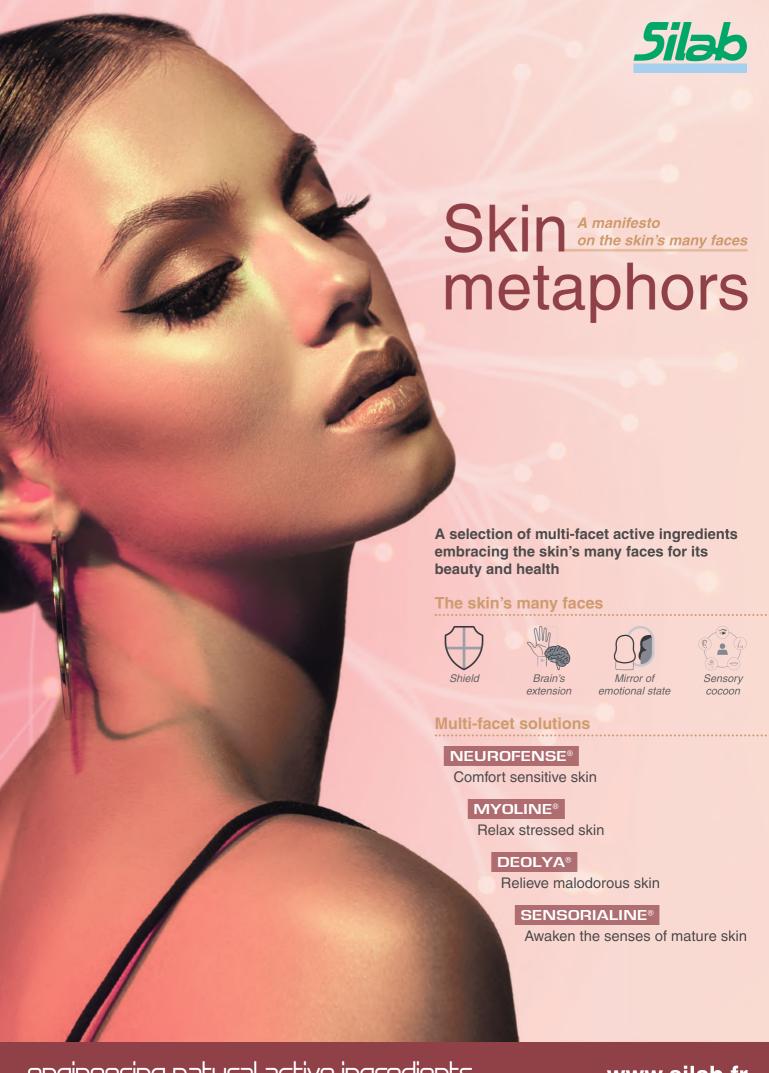
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SAVE THE PEOPLE!

SPECIAL REPORT



Last year, Industries Cosmétiques brought you a major "Save the planet" feature. This year, we wanted to extend the experience by tackling the issue of human activities on our planet and their consequences. Through personal accounts, interviews and feedback, it will be easy to see that solutions exist in the world of beauty. May these examples inspire you!



#Ingredients

The Daily Deo-Care

eolya is a natural deodorant and soothing active ingredient from meadowsweet (*Spiraea ulmaria L.*). Combining hygiene and skin care, it limits odors and relieves irritations of the delicate zone of the underarms.

A mechanism of action targeting the bacteria causing odors

Among the broad diversity of bacteria of the cutaneous microbiota, certain species stand out by their ability to produce odorous molecules. In particular, this is the case of *Staphylococcus hominis*.

In order to elucidate the mechanism leading to the generation of odors, Silab developed an original modeling study that demonstrated quantitative (increased abundance) and qualitative modifications (increased enzymatic activity) of *S. hominis* strains sampled from the axillary microbiota of malodorous volunteers subjected to physical activity, compared to a non-odorous panel.

In response to this problem, Deolya limits the excessive abundance of *S. hominis* in the axillary cutaneous microbiota and targets the enzymatic activity of this bacterial species. The active ingredient thus has a significant action on the source of perspiration odors while leaving the microbial diversity of this skin zone unaffected.

Double performance against odors and axillary irritation

Tested in a Caucasian panel of both sexes participating in a physical activity, Deolya reduces perspiration odors by 58% as of the first application. This deodorant efficacy, assessed by an olfactory evaluation from an expert panel qualified in



sensorial measurement, is confirmed at the molecular level by a significant 76.3% reduction of the malodorous 3M3SH thiol. These effects are also observed after 7 days of daily use and without having applied the deodorant Deolya in the morning before the physical activity session, underlining the immediate and long-term effect of the deodorant.

At the same time, Deolya reduces inflammation, thus significantly decreasing the frequency of unpleasant underarm sensations appearance, daily but also after shaving or epilation (after 28 days of use).

In addition, the active ingredient strengthens the barrier function, resulting in vivo in an improvement of Transepidermal water loss (TEWL) of underarm skin.

Deolya is therefore a natural deodorant solution providing comfort and soothing to the axillary zone.

A French, organic-certified supply

For this development, Silab Research beneficially used the tellimagrandin-type ellagitannins and proanthocyanidols found in meadowsweet, giving Deolya its unique polyphenolic profile. Obtained from French suppliers certified for organic agriculture and traced back to the harvest site, this raw material complies with Silab's criteria for traceability and sustainability. Deolya is a patented active ingredient recommended in all deodorant care products at a dose of 0.1 to 1.0%. Available in aqueous solution, it is easy to formulate. It complies with biodiversity regulations and has a natural origin content of 99.2% (ISO 16128). It complies with international cosmetics regulations (Europe, USA, China, Japan, etc.). ●

@silab.fr

#Ingredients

New **Production Plants** for Perfumery

In March 2024, dsm-firmenich inaugurated two cutting-edge production plants in Castets, southwestern France, for the production of perfumery ingredients. The first facility is a multipurpose unit for the production of pine-based ingredients, and the second brand-new plant is dedicated to the production of the biodegradable musk Habanolide. These strategic expansions address the fast-growing demand for sustainable products and provide an enhanced service to perfumery customers in Europe.

"These two additional plants also make a significant contribution to our Sustainability ambitions by lowering the carbon footprint of our logistics operations in the region", says Emmanuel Butstraen, President Perfumery & Beauty at dsm-firmenich ●



Altispot



#Formulation

Technature and its **WoW Hydrogel!**

Technature, the European leader in natural hydrogel manufacturing, proudly announces the addition of a new specialized machine to its production arsenal.



s the sole hydrogel manufacturer in Europe for the past 10 years, Technature continues to push the boundaries of innovation by investing in state-of-the-art equipment to meet the growing demand in the hydrogel mask and patch market.

The natural matrix of Technature's hydrogels

At the heart of this technological advancement lies the carrageenan matrix, polysaccharides extracted from the cell walls of red algae. This unique composition allows for the creation of fresh filmogenic gels, promoting optimal diffusion of integrated actives. Thanks to this property, Technature has developed a diverse range of hydrogel masks and patches.

Whether in the form of a face mask or eye contour patches, these hydrogels stand out for their exceptional adaptability to all face shapes, acting as a second skin.

More options, more possibilities

Technature is now expanding its range by offering more options and packaging formats. In addition to traditional sachets, hydrogel patches will now be available in jars, providing a practical and versatile solution.

Customization according to needs

As always, Technature offers the possibility to customize hydrogel masks and patches according to specific customer needs, whether in terms of shapes, formulations, or integration of specific actives. An advancement that demonstrates the company's ongoing commitment to meeting the specific needs of the market while pushing the boundaries of innovation in skincare. The company continues to push the boundaries of innovation, remaining true to its mission of providing exceptional skincare solutions. •

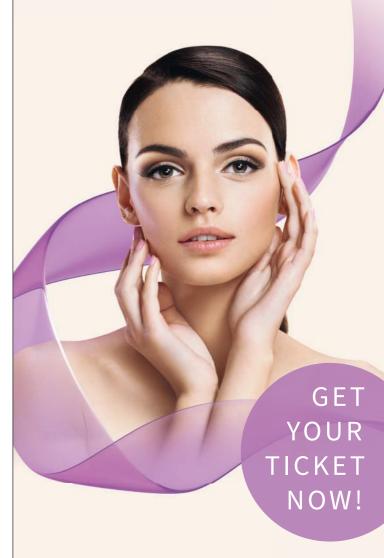
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⊘www.wow-products.fr



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#Make up

New Liquid Transformative **Multitasker** for Lips, Eyes, or Cheeks



he new gel-to-cream Blotted Mochi Bounce Color by Schwan Cosmetics comes in response to increasing consumer demand for multi-purpose makeup. It can be used on lips, eyes, or cheeks for an on-the-go, monochrome look, and innovative, cloud-like texture finish. The product also supports the continued growth of sensorial color cosmetics and the increasingly strengthening connection between wellness elements and beauty routines.

Inspired by Korean beauty trends for soft, blurry blends with no harsh lines, the product delivers a blotted, natural matte finish with a bouncy feel that is supple on the skin, reminiscent of the Asian fluffy-textured Mochi dessert. Designed with oil-based caring ingredients and a "less is more" concept, the multi-purpose color can be effortlessly blended with fingers or the integrated applicator. The formulation is vegan and contains no synthetic waxes.

« The "mochi bounce" texture has become a goal for beauty enthusiasts worldwide. Our new Blotted Mochi Bounce Color gives makeup wearers the ability to effortlessly achieve that so hotly desired look with a velvety, cloud-like finish and a flawless complexion while having fun with the transformative formula, says Stefanie Strittmatter, Director Global Product Management LIP at Schwan Cosmetics. Its formula contains only safe ingredients, and is very light, making it perfect for a "no makeup look." »

The multi-purpose makeup trend has continued to rise sharply and can be attributed to the increasing demand for convenience-conscious cosmetics. Consumers are seeking products that simplify their beauty and skincare routines and provide multiple application types and benefits from one single product.

"Blotted Mochi Bounce is all about giving makeup wearers the ability to do more with less. As a multitasker for lips, eyes, or cheeks, it saves consumers time, money, and space in their makeup bags, explains Stefanie Strittmatter. This makes it a perfect choice for those on-the-go touch-ups for a flawless finish so easy that it's goof-proof whether you're a makeup novice or a seasoned pro."

With the rise of Neuroglow beauty trends, consumers are increasingly seeking sensorial experiences to add the simple joy of "me moments" to their beauty routines. Blotted Mochi Bounce Color delivers a multi-sensory experience that transcends traditional makeup. Its lightweight formulation is a combination of shea butter, natural emollient, and jojoba oil, which melts quickly into the skin, giving a nourished, moisturized, and cared-for feel. The transformative texture's tactile sensation is combined with a lightly fragranced scent to create a pleasing application experience, while the visual finish is complimented with a comprehensive color range of playful pastel shades.

"The cosmetic industry's shift towards engaging sensory application experiences reflects evolving consumer desires and provides an opportunity for brands to innovate with textures, scents, and application techniques, says Iris Hubbes, Trend Forecaster at Schwan Cosmetics. Mochi Bounce is designed with this trend in mind: the formula feels oily and gel-like in the beginning and transforms into a creamy texture whilst melting into the skin, leaving a fun, soft flush of color." •

⊘ schwancosmetics.com



#Ingredients

A Groundbreaking Ingredient to Address Localized Skin Pigmentation Issues

L'Oréal Groupe announced the launch of Melasyl, a breakthrough molecule designed to address localized pigmentation issues that lead to age spots and post-acne marks. According to a landmark, worldwide epidemiological study on pigmentary disorders, half of all people report having at least one skin pigmentation issue.



to protect skin cells. Many factors can upset normal melanin production, which can lead to localized pigmentation issues such as age spots and post-inflammatory marks. L'Oréal formulations containing Melasyl improve the appearance of existing dark spots, including persistent ones, with clinically demonstrated efficacy and safety across all skin tones.

Infos+

For over a century, L'Oréal has been a leader in advanced sciences for beauty, with 35 years of dedicated research into skin pigmentation. Melasyl was first presented at the World Congress of Dermatology 2023 in Singapore, alongside the first worldwide epidemiological study on pigmentary disorders. Melasyl was recently featured at the American Academy of Dermatology's annual meeting in San Diego from March 8-12, 2024.

Oréal formulations containing the new proprietary ingredient work inclusively, across all skin tones, to address pigmented marks on the skin and improve their appearance. Melasyl is the result of rigorous tests involving 121 scientific studies.

Cosmetic products formulated with multi-patented Melasyl help provide a more even, natural skin tone, addressing even the most persistent marks. Eighteen years of research have culminated in the introduction of Melasyl, which is now available in La Roche Posay's Mela B3 franchise, including MelaB3 serum and MelaB3 SPF30. L'Oréal Paris and Vichy will follow with future product launches, expanding consumer access to expert formulations containing the new ingredient.

"With half of all people reporting skin pigmentation issues and a third of these experiencing lower quality of life as a result, the impact of visible spots or post-acne marks is clearly more than skin-deep," said Anne Colonna, Global Head of Advanced Research at L'Oréal Groupe. "Melasyl is a first-of-its kind ingredient that helps to address localized skin pigmentation issues, with proven efficacy and wide accessibility that will enable more people to regain their selfconfidence." Melanin enables the vast spectrum of human skin tones in all their diversity, with melanin production increasing following sun exposure



#Software

An IA Chat to Answer Questions About Cosmetics

Good Face Project introduces innovations to transform the product development workflow in the beauty industry, thanks to Cara A.I., Good Face's proprietary artificial intelligence.

ood Face Project announces the launch of new features set to advance industry standards in product design and development. These award winning state-of-the-art tools are designed to significantly enhance the capabilities of teams across formulation, regulatory, and innovation sectors by turbocharging two of the most time-consuming tasks formulators and regulatory experts do every day: ingredients & raw materials discovery, and scientific bibliography.

The Good Face Project unveils Cara Chat - the Al-powered formulation genius

The brand new tool is Cara Chat, an enhancement to their existing PLM solution. Cara Chat is an intelligent communication tool that, in real time and using natural language, answers specific questions about the regulations, performance and ingredient information of a formula or raw material, including data provided by the customer.

Let's take a concrete example: you need to know whether the components of a shampoo formula are allergenic, or you want to determine the legitimate claims to be made for a given product, or you're wondering how to make a range more natural. Cara Chat is there to provide you with instant, accurate answers.

The Good Face Project's technology, inspired by OpenAI's famous Chat-GPT, incorporates advanced proprietary models and draws on the vast databases of the company. It uses AI to analyse documents of any format to refine its analysis, while guaranteeing confidentiality and exclusive ownership of the data for our customers.

The introduction of Cara Chat opens up extraordinary doors for in-house teams who spend a lot of time consulting techni-



cal documents, for sales teams who become much more agile in their sales process, and of course for beauty professionals who now benefit from a next-generation chatbot accessible directly via their suppliers' ingredients or formula portal.

Reverse Engineering Module: cutting ingredients discovery from hours to seconds

The Reverse Engineering Module is a cutting-edge solution that promises to streamline the research and development process for cosmetics formulation: by simply uploading a full list of ingredients, formulators will now have the ability to identify which Raw Materials could have been used, to recreate this formula, searching into a database of other 40,000 trade name materials. This module will be an invaluable asset for both Brands and Contract Manufacturers, looking to accelerate ingredient discovery, new supplier identification, or product benchmarking.

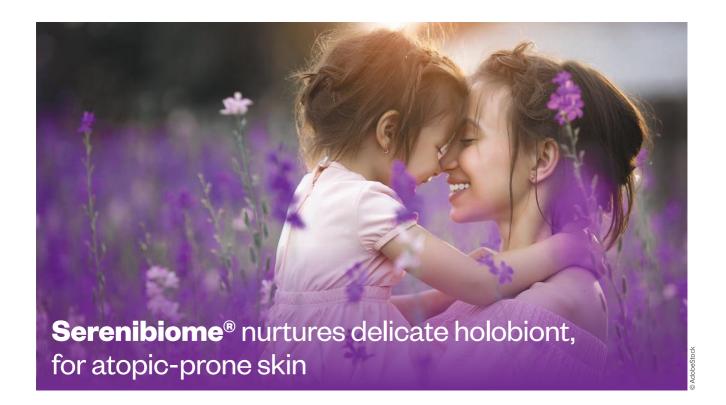


Empowering the beauty industry with Al and data science

Good Face Project's commitment to leveraging AI and data science is pushing the boundary for the beauty industry. By offering these powerful tools, The Good Face Project not only simplifies complex processes but also empowers brands to meet the growing demand for safe, effective, and compliant beauty products.

"These products are truly the results of the entire Good Face community constantly challenging us to produce solutions that are powerful, have great ergonomics, and can easily integrate with current systems", said Iva Teixeira, co-founder & CEO of Good Face Project. "Identifying 140,000,000 molecules was not the biggest hurdle: the processing, and structuring of such a large data graph is what other companies are not able to do today. Indeed, we leverage our own proprietary A.I., Cara, that is helping us 24/7 to manage our data at an unprecedented speed and efficiency", said Lena Skliarova-Mordvinova, co-founder & CTO of Good Face Project. ●

@www.goodfaceproject.com



ensitive skin is a top global skin concern, with 71% individuals worldwide self-declaring having sensitive skin. Skin sensitivity is a very common and unpleasant condition induced by barrier dysfunction, neurogenic inflammation, and microbiome dysbiosis. Climate change also raises new challenges for sensitive skin, exacerbating inflammatory skin disorders such as atopic dermatitis.

The Solabia Group tackles sensitive skin prone to atopy thanks to Serenibiome®, a novel and double patented active ingredient based on flocculosin, a glycolipid obtained by *Pseudozyma flocculosa* fungus biofermentation.

Bioinspired origin from an epiphytic fungus

Pseudozyma flocculosa is an epiphytic fungus acting as a biocontrol agent to maintain a healthy ecological niche and host-plant integrity. Identified to grow on powdery mildewinfected leaves, Pseudozyma flocculosa targets and prevents phyto-pathogen colonization by releasing an extracellular glycolipid with powerful properties: flocculosin.

Serenibiome®'s unique activity on imbalanced and compromised skin is bio-inspired by this specific fungus and its interactions with its vegetal host, as the plant holobiont.

Biome-tech activity on Staphylococcus aureus

Applied to skin health, Serenibiome® has shown exceptional and unrivaled *in vitro* efficacy to bioselectively target *S. aureus* growth, the prevalent opportunistic bacteria involved in atopic-prone skin, without impacting *S. epidermidis* population. Recent studies have also shown *S. aureus* implication in neurogenic inflammation skin disorders by stimulating sensory neurons' pruriceptors, driving the itch sensation.

Complementary, Serenibiome® has demonstrated efficacy on the itch-scratch vicious cycle drivers, inducing skin damage and thus vulnerability to pathogens colonization. Thanks to its targeted action on *S. aureus*, Serenibiome® significantly calms neurogenic inflammation, by limiting pro-inflammatory signaling and enhancing well-being neuromediators, and helps to repair the skin barrier.

Clinically proven through a metagenomic study with a correlated decrease in SCORAD, Serenibiome® significantly improves skin conditions of children with mild to moderate atopic dermatitis after 28 days.

Biotechnology-based glycolipid

Thanks to over 30 years expertise in biotechnology, Solabia Group succeeded in developing an industrial process mimicking the natural flocculosin production by *Pseudozyma flocculosa*, by inducing the metabolic pathway. The biofermentation process has been designed to meet CSR guidelines, through a water and energy management, low temperature process, and low carbon emissions, to isolate a high purity flocculosin.

In a nutshell, Serenibiome® is a 100% natural, COSMOS-approved, preservative-free, eco-designed, and readily biodegradable active ingredient tailored for sensitive skin.

Inspired by nature and designed for skin health, Serenibiome® restores the skin holobiont balance and significantly improves conditions of delicate skin prone to atopy. •

Nathalie WOJTOWICZ, Product Manager

Contact

contact.cosmetics@solabia.com 41 Rue Délizy, 93500 Pantin © 0148101940





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#Ingredients

New **Additive** Enhances Green Cleaning and Care Products

PX Gemini is a patent-pending range of dimeric surfactants with two molecules of conventional monomeric surfactants connected by a spacer. The unique feature of the BPX Gemini is that the spacer contains carboxyamide groups which makes the surfactant easily biodegradable by natural proteases.

Thanks to its unique ability to form micelles in aqueous solutions at much lower concentrations, BPX Gemini enhances the performance of eco-friendly surfactants such as APG by reducing turbidity, increasing foaming and foam stability as well as improving emulsifying properties.

Biopolax now produces two modifications: zwitterionic GEZ and anionic GEA surfactants.

The company has conducted performance tests to assess the effect of BPX Gemini on APG 12–14, one of the more widespread surfactants used in eco-friendly products, including shampoos, shower gels, face and hand foams and washing up liquids among others.

The key takeaways from the completed tested are:

- ▶ BPX-GEZ (the zwitterionic modification) in concentrations of 0.05% to 1.00% reduces the turbidity of APG 12–14 by 58.9% to 94.4% respectively and increases the foaming and foam stability (Ross Miles) by 21.4% to 38.9% respectively.
- ▶ BPX-GEZ as a 0.05% additive to APG 12–14 resulted in increase of the emulsifying ability by 35.3; 17.5; 16.4% for the emulsified solutions with concentrations of 0.025;0.05 and 0.1 g/l, respectively.
- ▶ It was tested BPX-GEA (the anionic modification) in concentrations of 0.05% to 1.00% led to the reduction of turbidity of APG 12–14 by 62.7% to 96.8%.

Vladislav Perunov, CFA, FCCA, Director at Biopolax comments, "The growing use of mild and eco-friendly surfactants like Alkyl Polyglycosides is driven by the changing consumer preference towards sustainable chemistry but might fall short of the performance standards offered by the mass-market. We feel that the performance-boosting properties of BPX Gemini will add value in the market and help to further the uptake of environmentally benign solution". •

@www.biopolax.com



#Ingredients

New Highly Potent Skin Brightening **Prebiotic** Paving the Way for Inclusivity

ivaudan Active Beauty unveils Illuminyl 388, a biotech-enhanced molecule designed through cell-free glycosylation to address the challenges of skin pigmentation for all skin types. Crafted through a unique biocatalysis process from EpiGalloCatechin Gallate, green tea's most iconic antioxidant, this molecule delivers a holistic luminous effect. At the heart of Illuminyl 388 is a commitment to inclusivity in skincare innovation. This bio-based active has been designed to simultaneously target multiple skin pigmentation pathways and is reinforced by additional prebiotic activity to meet the needs of diverse skin types from Africa, Asia, India, and Europe.

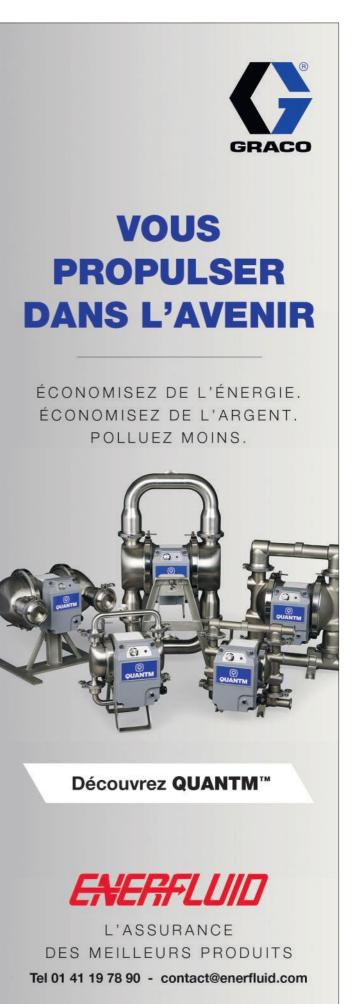
Givaudan Active Beauty undertook in-depth and global clinical studies, engaging over 200 volunteers comprised of 4 diverse skin tones (African, Asian, Indian, and Caucasian), in turn establishing that this ingredient is able to: improve skin radiance in 2 weeks; enhance skin tone & luminosity in 2 weeks; reduce pigmentation spots in 1 month; enhance skin tone homogeneity, even tackling stubborn age spots.

Illuminyl 388 has a unique bioavailability with an in-depth skin penetration profile. Its sugar moiety enables its absorption via cellular glucose receptors, while conferring on the molecule a prebiotic activity which stimulates the in-situ release of a niacin-derivative by the skin microflora.

Daniel Auriol, Scientific Director Biotechnology - Active Beauty, comments: "Clinical studies conducted on 4 different skin types underline the universal efficacy of this skin illuminating active. Givaudan Active Beauty continues to push the boundaries of innovation with Illuminyl 388: we are not only targeting all the major pigmentation pathways but we also trigger the skin microbiota to produce whitening postbiotics. Whether it's improving skin radiance and luminosity, promoting even skin tone, or reducing pigmentation spots, Illuminyl 388 outperforms traditional benchmarks such as vitamin C. It is a testament to our commitment to redefining beauty standards and empowering individuals worldwide." •

Ø uxbeauty.givaudan.com





The new impetus for **CIDP** group

Over the past two decades, CIDP has carved a niche for itself in the landscape of clinical research and development. From its inception in 2004 as an SME to its global position as a high quality CRO, CIDP's journey has been marked by innovation, expertise and excellence. As the group marks its 20th anniversary, the cofounder and CEO, Claire Blazy Jauzac, shares the company's incredible journey, milestones, and her vision on the future of endless opportunities!

Founding principles and growth

Established in 2004 in Mauritius, CIDP began its journey with one key objective: providing a platform for high quality clinical research services with highest quality standards. CIDP started its humble beginnings in a private clinic with a team of 4 and a key focus on cosmetic study. Fast forward in 2024, the company diversified its services into various segments (preclinical, pharmaceutical, medical device and nutraceutical studies, Biostatistics and Data Management, Medical and Scientific writing), covers operations across 4 continents with a global workforce of 110.

Driven by Innovation and supported by an expert team!

With a diverse team across the globe, CIDP aims at maintaining high standards of expertise. CEO Claire Blazy Jauzac further states, "Operating in different countries comes with its own challenges as each country has its unique characteristic and regulatory framework. We strive to build strong relationships with all our stakeholders to ensure seamless and compliant operations".

In the same spirit, the set-up of the Scientific and Technical committee at CIDP, regrouping its global experts helped to fuel innovative solutions. To date, the committee has successfully devised protocols that have retained the attention of many international laboratories including the CIDP Control Pollution exposure system, a novel device that provides a unique approach to exposure of skin to standardized concentration of pollutants at a constant flux. CIDP also invested in the development of two monochromatic lamps thereby proposing protocols to study the protective and/ or



repairing effect of cosmetic products against blue light on different models (in vitro, ex vivo, in vivo).

Investment in digitalization tools and strategic partnership

CIDP aims at continuing innovating with several key projects line up including expansion in hair care testing, microbiome studies to deepen the understanding of diverse skin, hair and scalp conditions and new

CIDP in figures

- ► 110 employees, 52 % scientists
- ▶ 180 clients across the globe
- ► +10 000 Cosmetic studies
- ► +1800 SPF studies
- ► +500 successful audits completed
- ► +35 000 active volunteers

protocols on latest trending subjects like psoriasis, melasma, Acne, PIH. The group also catered for major

Key facts

- 2004 ► Establishment of first CRO in Mauritius, headquarters of CIDP Group
- 2007 ► ISO 9001 certification
- 2010 ► Expansion to Romania (Bucharest)
- 2011 ► Expansion to India (New Delhi)
- 2012 ► Expansion to Brazil (Rio de Janeiro)
- 2014 ► Inauguration of first preclinical research lab in Mauritius
- 2017 Set up of the Technical and Scientific Committee within CIDP Group to drive innovation
- 2018 ➤ Scientific publication on the unique
 Controlled Pollution Exposure System
 (CPES) engineered at CIDP
- 2019 Realization of a Materiality Assessment and launch of our first Sustainability Report
- **2020** ► Scientific publication on the blue light methodology developed within CIDP
- **2021** ► French Research Tax Credit (CIR) accreditation for CIDP Romania
- 2022 ➤ Digitalization of processes and integration of new tools and achievement of a Silver Medal from EcoVadis for CIDP Group
- 2023 Achievement of a Gold Medal from EcoVadis for CIDP Brazil and a Developed Security Posture from CyberVadis for CIDP Group

investment to upgrade equipment bank with acquisition of devices such as dermatoscope, Trichoscan, Fotofinder, VISIA CR5, Colorface over past year. To help streamline processes and ensure a more customer friendly experience, CIDP revamped its processes to include digitalized tools like eCRF, ePRO, eConsent. To further propel development and broaden scope of services, CIDP also initiated working collaboration with some key emerging companies like Microfactory, MyBrain Technologies, Imactiv 3D.

Commitment to cybersecurity and sustainable practices

In today's digital landscape, where cybersecurity threats continue to evolve, CIDP remains attentive to the need of maintaining highest standards of information security. The recent assessment by CyberVadis underscores CIDP's commitment to safeguarding and ensuring



data protection for all stakeholders. The group also strive to minimize environmental footprint and aim at aligning operations with sustainable practices thereby contributing to a greener, safer planet.

A future of opportunities!

"As we commemorate our 20th anniversary, we aim at continuing investing

in our team, leveraging our expertise, innovative spirit and dedication to excellence. In the next phase of our journey, we shall remain committed to diversity and innovation while exploring the conquest of new emerging markets. With an eye on emerging technologies, we look ahead to the future with excitement to do the work that we love doing", concluded Claire Blazy.







CENTRE INTERNATIONAL DE DEVELOPPEMENT PHARMACEUTIQUE (CIDP)

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#Interview Hannes Moeller, Seppic



What is the history of Seppic?

Seppic celebrated its 80th anniversary last year. The company was founded in 1943. Initially a distributor, Seppic has become a company that designs, manufactures and markets its own products. Seppic has been part of the Air Liquide Group since 1986.

The company has become a key player, offering ingredients for the cosmetics, pharmaceutical and nutrition markets. The company is French, but international in scope. It has 900 employees and 6 production sites spread across different continents, in Europe, the United States and China, with a presence in over 100 countries worldwide, through its own offices or more than 80 distributors serving thousands of

customers around the world. They are supported by a network of Customer Technical Service Centers, where we work with our customers to help them formulate our ingredients.

And what's your own story?

I'm a scientific with an engineering background, specializing in biotechnology. I joined the Air Liquide Group 15 years ago. I've held several positions in sales and marketing in different countries for Air Liquide. Most recently, before being appointed CEO of Seppic in April 2022, I was in charge of the Air Liquide Group's major innovation programmes. I appreciate the spirit of innovation, which I find at Seppic. Because Seppic is first and foremost a

An Air Liquide Healthcare company, Seppic designs, produces and distributes a wide range of speciality ingredients used in cosmetic and pharmaceutical products. Interview with Hannes Moeller, its Managing Director.

company on the move, an innovative and very responsible company.

How is R&D organised within the company?

First of all, innovation concerns all employees, not just scientists. The latter are organised within what we call Research and Innovation. They represent around 15% of Seppic's workforce. Seppic is very engaged in innovation, particularly in France, especially at our Castres site, our largest site, which has a research center founded as long ago as 1988 (because Seppic was very quick to focus on innovation). We recently invested in and expanded the Castres research center, which was inaugurated last year. The



>>> objective is to support brands that want to offer their customers new products. We are committed to supporting them and innovating.

Seppic's objective is to create two new products a year for each of the two segments we cover, active ingredients and excipients. Our customers' needs evolve quickly. Expectations for new ingredients have changed fundamentally in 30 years, particularly if we take into account the ecological responsibility aspect, to which we respond with an eco-design approach for all our innovations. We look at all aspects of an ingredient's life right from the design stage and pay close attention to raw materials sourcing, how the product will ultimately be manufactured, distributed and also take into account the environmental impact of the ingredient at the end of its life. All the impacts of an ingredient's life cycle are considered before it is launched. Today, all our new ingredients are eco-designed and subject to this methodology.

For example, we have created Sagacious, an eco-designed active cosmetic ingredient that acts globally on all the layers of the skin. We draw our inspiration from nature and biology to launch new products like this biomimetic anti-aging ingredient. For this active ingredient, our inspiration comes from the behaviour of plants in space when gravity is no longer present. They begin to express certain molecules, glycolipids, which enable them to maintain their integrity in this condition. It is precisely these glycolipids that we have targeted to prevent the skin from sagging. We are able to extract these molecules from Himanthalia elongata, an

organic algae from Brittany. In this case, we've reduced the number of extraction stages to just two, to save energy and waste (like activated charcoal). We try to have as little impact on the environment as possible.

Seppic has changed its image. What are the reasons for this?

We regularly have to align our image and our brand with our values and who we are. Our values are integrity, excellence, passion, creativity and attention. For 80 years, Seppic has established itself as a leading producer of ingredients. But we have become more than just a manufacturer of great ingredients. We are an innovative and responsible partner of choice for our customers and other stakeholders. To express this evolution, we have decided to give ourselves a powerful, timeless brand that

also expresses the resilience we have shown in the market and in a changing economic context. We want to express our reliability and efficiency, both in terms of service for our customers and premium quality for our products.

Our logo and signature have changed. Our previous tagline, "Ingredients That Inspire", expressed the idea of Seppic offering ingredients that are well known in the world of health and beauty. Today, we want to go further. Our new slogan, "Science That Cares", refers not only to our committed and responsible innovation, but also to our scientific know-how. The word "science", also conveys a notion of passion, rigour and exacting standards that are part of our values, part of our culture.

The "that cares" part refers to our ethical commitment and to the attention we pay to the environment surrounding us, the men and women and the planet.

How do you attract and retain talent?

It starts with the market. We're in an attractive health and beauty market. It's an innovative and

dynamic industry, and we are one of the recognised leader in this market for our products. Secondly, we are part of a major Cac 40 group, Air Liquide, which gives us many opportunities for career development beyond the scope of Seppic, which is an asset in attracting young talent. Our values are of course an attractive factor: integrity, excellence, passion, creativity and attention. These values are part of our culture and are well established. Integrity and attention are particularly important. We are attentive to the well-being and development of our employees. It's rooted in our fundamental values.

For example, we are concerned about the safety of all our employees. This is something that is very important within the Air Liquide Group and, of course, within Seppic, with numerous training courses, campaigns and actions carried out throughout the year. The promotion of equality and the fight against discrimination are also important. For example, we do it through our "diversity and inclusion" mission, which is relayed at local level by people who are very committed. Almost 7% of our employees have disabilities in France, and we put a lot of inclusive actions in place to support them. As far as gender equality is concerned, we are working to achieve perfect equality. We're getting close to our goal!

To continue to improve employee satisfaction and experience, we conduct annual surveys. We listen to what our employees have to say, and we want to move forward as part of a continuous improvement process. We invite our employees to express themselves and to mention what is working or what should be improved. We provide resources and support to remove friction and improve day-to-day operations and internal processes. We are supported in these areas by third parties.

The "Platinum" rank of the external assessment platform EcoVadis, demonstrates our commitment to society, the environment and ethics. We are proud to have been for several years in the top 1% companies worldwide that obtained the highest scores for their sustainable development performance.

When new employees join Seppic, they are supported by our human resources department, with regular career interviews to support their progression, in particular with training. We are also very open to offering experience to young graduates. Every year, we take on young people on permanent contracts, work-study students, interns and VIEs (a French program of International Internships that allows young people to undertake a professional assignment abroad of 6 to 24 months). We are welcoming and open. What's more, our employees appreciate what's on offer to accommodate personal and private life. For example, Seppic had already signed a teleworking agreement in 2018, long before the telework went mainstream as a result of the pandemic!

Seppic offers a degree of flexibility, because we are a dynamic company on the move, highly innovative and focused on the future.

We have entitled this major project "Save the people". Can the cosmetics industry be part of this major project? Is it realistic?

Everything we are able to do at Seppic is only possible thanks to the men and women who work in the company. So it's a primary concern of ours to pay close attention to our employees, to be respectful and to look after their wellbeing and safety. We want to combine ethics and well-being in the workplace. Of course, this attention is not limited to our employees, it goes beyond and encompasses all our stakeholders, including for instance subcontractors and suppliers. And we work with them in the same way as we do internally. We develop a listening and continuous improvement approach with our partners so that we can constantly improve and move forward with them. You can consult our CSR report, "Caring", available on the company website. It mentions three pillars. The first is "caring for our people". This is really what we are talking about, today. The term "people" refers to the men and women of Seppic. The second pillar is "caring for the environment", indicating our concern for the planet. The third pillar, "caring for all our stakeholders", refers to all our external stakeholders and the world around us. Other details appear in this report, explaining how we go about it, how we want to have an impact in order to move forward and take care. The word "care" features prominently. As part of our signature "Science that cares" and our brand, it reflects all the commitment and ambition we have at Seppic. •

> Interview by Nicolas Gosse



Cosmetics innovation comes naturally in Bretagne

- Top region
 in France for
 marine cosmetics
- Leading region among the world's providers of marine ingredients
- €1.8 bn in annual sales
- Nearly 6,000 employees
- 170 businesses



Leader of the regional cosmetics sector



CO-FINANCED BY _





Cosmetics innovation comes naturally in Bretagne

In north-west France, Bretagne has always been a seawardlooking region with its 2,730km coastline – the longest in the country. It has developed a strong cosmetics industry which draws on its long tradition of thalassotherapy and on its use of marine and plant resources. The regional businesses featured in this article are showcases of this innovative sector.

Turning resources into finished products

The region's cosmetics industry currently has around 170 businesses operating across the whole value chain: from the recovery of raw materials, testing and formulation through to packaging. Bretagne is France's top region for marine cosmetics and one of the world's key providers of marine ingredients.

Discover the directory of players in the cosmetics sector in Bretagne here →



A strong training and research network

Bretagne enjoys a dense network of scientists and students which supports the industry in its innovation. For example, the main marine biotech research teams are based there.

A wide range of courses up to doctorate level are available throughout the region, covering all professions:

production of raw resources, formulation, and aesthetic care to R&D in chemistry or biotechnology.

A whole region pulling together

In Bretagne, networks are strong and many. Public and private stakeholders come together to promote its capabilities and to innovate in formulation, packaging, marine bio-resources and tests. To support this drive, the Regional Council has set out priorities in its



roadmap which include the development of an innovative cosmetics sector while addressing the digital transition and ecology.

Public and private stakeholders have ample opportunity to share and develop their insights and knowledge, by jointly attending international trade fairs or at events organised in Bretagne.

Biotech Santé Bretagne, your innovation support partner

As a technology innovation centre and with its expertise in cosmetic ingredients, Biotech Santé Bretagne supports businesses from the cosmetics industry in their efforts to innovate. It is partner in national associations and cosmetics clusters (Cosmed, Cosmetic Valley...), and helps project developers in their cosmetics research: bio-sourced packaging, sustainable active ingredients, molecular screening, rheology etc. •

Agenda

Don't miss the next events in Bretagne: POLYMERIX, a leading event on innovative solutions based on bio-based polymers and COSM'ING, a leading event for cosmetic ingredients and biotechnology



▲ From 26 to 28 June 2024 in Rennes (France) www.polymerix2024.fr



▲ From 11 to 13 June 2025 in Saint-Malo (France)

Featuring some regional businesses that are driving cosmetics innovation

AGRIMER ► Is seaweed the answer to youthful-looking skin?

BERTIN BRETAGNE ► Produce your ingredients from pilot scale to industrial scale

GLOBAL BEAUTY CONSULTING ► Your expert for cosmetic formula development project

LESSONIA ► Alter-powders: the range of functional and plant ingredients in powder, as alternative to unwanted cosmetic ingredients in formulations

OCEALYS LABORATOIRE ► 100% Natural Cosmetic Innovation Laboratory

ODYCEA ► Your supplier of active ingredients led by nature explorers

PREVOST LABORATORY CONCEPT ➤ Transforming & Transformative Gel

SCILICIUM ➤ Omicskin: Expertise in cost-effective sequencing applied to cosmetics

SURFACTGREEN ► High-performing, bio-based surfactants

TECHNATURE ► Technature's WoW Powders: Ethical, Convenient, and Innovative!



To discover them, consult the full article on the Industries Cosmétiques website





#Interview

How Do You Save the People?

What is your first thought when you hear "Save the People"?

Maud Lelièvre: Our mission at Cosmogen is to innovate for a safe and sustainable beauty. We unfortunately don't "save the people", but we do seek to have a positive impact on human beings, and not just through the pleasurable beauty ritual offered by the design of our sustainable and ergonomic products.

Cyrille Ly: My first thoughts goes to vulnerable people. I meet them and talk to them on my factory visits. They're vulnerable in the sense that they come from the land, left families and have joined the factories to earn a living, while most of them can't read or write. That is specially true in South-East Asia.

What certifications or standards do you adhere to regarding working practices and well-being?

Jaco Lee: TNT Group has been assessed, Ecovadis Silver. It covers impact on the environment, labor and human rights, ethics and sustainable sourcing & procurement. TNT Group has also joined the CDP platform, which manages the global environment on climate change, water security and deforestation. Our supplier has obtained ISO 14064 certification for greenhouse gas (GHG) emissions, demonstrating our environmental responsibility. As previously mentioned, our suppliers are audited to Smeta standards, which demonstrates that factories have adopted ethical and socially responsible business practices throughout the supply chain. They also comply with ISO 14001 (environmental management system), ISO 45001 (occupational health and safety) and ISO 9001 (quality management system).

Maud Lelièvre: Let me remind you that Cosmogen has become an "Entreprise à mission". This French legal status defines that the company decides to put its social, societal and environmental goals at the same level as its financial goals. It is set out in its legal articles of association. Cosmogen's raison d'être is to innovate responsibly for safe and sustainable beauty that respects people and the environment. Among the 3 main pillars, the social pillar aims to "build a collective corporate project



▲ Jaco Lee, CSR Director, TNT Group.



▲ Cyrille Ly, Director of Sustainable Development, CSR and Innovation of Pure Trade.



▲ Maud Lelievre, Communication & Marketing Manager of Cosmogen.

to enable the collective fulfillment of employees in a safe, caring and inclusive working environment". Cosmogen is also Ecovadis Silver, meaning that we are part of the 15% most responsible companies in the industry. Finally, Cosmogen is part of the UN Global Compact.

Cyrille Ly: Our corporate strategy is based on the United Nations' Agenda 2030 for Sustainable Development Goals and the Global Compact to take action in five key areas: planet, people, goods, peace and partnership. We aim to promote peace and prosperity for all. In the social sphere, this means tackling poverty and inequality. Smeta and SA 8000 are the frameworks we use to support our social roadmap.

What kind of actions do you implement?

Maud Lelièvre: Being an "Entreprise à mission" made us brainstorm with the whole Cosmogen team to come up with ideas small and big to improve our lives and lives of others around us. Externally, we are committed to generate a positive impact on the society by involving the team and the company in solidarity actions. For example, we organize a volunteer day once a year, we raise our suppliers up to international social compliance, we donate packaging and brushes to associations, and we financially support others.

Internally, here below are a few examples: we have put in place a solid professional training policy aimed at the professional and personal development of our employees, we offer 5 extra days of vacation per year, we offer first-aid training to all volunteers, we organize an annual Christmas party for children and many other actions...

How do you ensure ethical working practices throughout your supply chain, particularly in your partners' factories?

Jaco Lee: TNT Group has defined its own "Corporate Social Responsibility" policy and requires its suppliers to acknowledge and sign the "Supplier Compliance Commitment Letter". They must also be certified to internationally recognized ethical standards, e.g. Sedex Smeta, BSCI, SA 8000, etc. In addition, TNT Group carries out regular social audits based

on these ethical standards to ensure that our suppliers are responsible employers.

Maud Lelièvre: Either our suppliers are already SA 8000 compliant, and our job is to make sure they keep this standard over the years. If they are not, we help them to scale up and support them in becoming SA 8000 compliant. The SA 8000 Standard is based on internationally recognized standards of decent work, including the Universal Declaration of Human Rights, ILO conventions, and national laws.

Cyrille Ly: From our Hong Kong office, where I'm based, we support, monitor and stimulate the managers of our industrial partners, to ensure ethical practices. For each of them, we check compliance with Smeta and SA 8000 standards, and help them improve their scores. We carry out audits, and our customers do too. The aim of these audits is not only to ensure that

working conditions are compliant, but also to support skills development and promote access to employment for people from disadvantaged backgrounds, through the Pure Academy Program project. This applies not only to the employees of our industrial partners, but also to those in our offices. I want to make sure that our employees

have access to training, not only to stay in the race, but also out of a concern for dignity. Training is one of the keys.

How do you incorporate feedback from people working for and with your company?

Jaco Lee: We value our employees and listen to their feedback. We give them the means to take initiatives themselves. The TNT Group encourages their ideas, dynamism, skills, versatility and commitment. It's part of our mindset.

Maud Lelièvre: We have established a culture of communication and feedback. We have ▶▶▶



SPECIAL REPORT

on QWL at work, with the aim of improving our score each time. If we have become a company with a mission, it's thanks to the involvement of all our employees, in all our subsidiaries (China, US, Latam). We work closely with them to define the actions to be taken.

Cyrille Ly: I believe that time and listening are the keys, as long as you do it from the heart. As human beings, we have, if we pay attention, an incredible capacity for perception and understanding. No other tool than the body brings this degree of vigilance. Rehabilitating the essence of the human being, re-establishing a climate of trust, giving time and adopting a genuine attitude of listening. This is the best way to get feedback on a daily basis, and to demonstrate a minimum of existential recognition. This is my position, and I invite everyone to follow it.

What are your priorities to save the people by 2025?

Maud Lelièvre: Our priorities for improving well-being by 2025 are to ensure that we keep the highest level of social compliance

standards and to continue implementing our CSR roadmap for our employees and communities: we have set up a collective blood drive (for volunteers only) and a volunteer day in 2024: each employee can choose the cause they wish to support. We support the "Tout le monde contre le cancer" association. And we also support the Arthristis foundation alongside Clarin. Finally, our CEO, Priscille Allais, visits schools in priority education zones to promote gender equality and the empowerment of women, encouraging them to take up high-level management positions.

Cyrille Ly: As a leader in luxury packaging and promotional solutions for the beauty industry, we want to use our size and scale to catalyze change to make beauty sustainable, and sustainability beautiful. Let's start by raising awareness and inspiring a human, sincere and transversal commitment, within our teams, with our partners and our customers, in America, Europe and Asia. Pure Trade supports a number of projects aimed at reconciling business, sustainability and humanity. By 2025, we would also like to reinforce our Pure Women Program, intende to women empowerment. •

#Testimonials

Beauty Is for Everyone

The social enterprise of Natacha Sullivan, a pioneer of socio-aesthetics in Bristol located in Great Britain, offers aesthetic care to the most vulnerable and fragile people.

he concept is still new, and after having experienced it on a voluntary basis in Paris, Singapore and Bristol, Natacha Sullivan, Graduate in Social Aesthetics since 2012, founded Beauty of Caring CIC in March 2021, and provides her beauty care in many medical and social Organizations in Bristol and Bath. She thus became a pioneer of social beauty in Great Britain, where she also represented CoSE*.

"My mission is to provide access to aesthetic beauty and well-being treatments to an underprivileged and vulnerable population, to help them feel better physically and mentally when they are going through a difficult period in their lives. My vision is to bring socio-aesthetics to England and demonstrate the positive impact of beauty care, which is essential in the



healing process. I also want to raise awareness among professionals in the cosmetics industry. Beauty is for everyone."

Already supported by the Fondation L'Oréal, her social enterprise can receive funding, donations of materials and engage partnership. Currently, this allows her to deliver her services in 2 charities for women for a 1 year. A care home and 2 charities welcoming the homeless would also like to benefit from her services. Natacha must find the funding that will cover costs, purchase of products and disposable consumables. •

^{*}The Socio-Aesthetic Committee (CoSE) brings together all socio-aestheticians at national and international level, with the aim of promoting, developing and protecting socioaesthetic practice.



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#Testimonials

Be an Agent of Sustainable Social Change

ao Ethical Gifts is a Thai-registered BtoB social enterprise that designs and produces personalized ethical gifts and branding solutions, reflecting a unique story of resilience and women's empowerment: bamboo and Thai paper boxes, candles, Key-rings, pouches, laptop/tablet cases, sport, shopping, shoes, and tote bags, notebooks covers, conference folders and lanyards, are made from sustainable and/or upcycled raw material by 40 to 50 very special women, "the stars of Dao". Indeed, since its foundation in 2020, Dao Ethical Gifts entrusts production to women living in marginalized communities, providing them



with vocational training and preparing them for the world of work: the aim is to combat systemic poverty and gender norms by building lasting self-confidence and dignity.

"Dao Ethical Gifts is aimed at like-minded brands, indie brands, businesses and organizations that need a meaningful gift or branding solutions, from 50 to 2,000 pieces, to support the promotion of their product or a special occasion. Ideally close to production for sustainable reasons. We are already supported by fantastic partners, including those of cosmetics groups, and would be delighted to serve other cosmetics brands, locally, explains Magali du Parc, founder. That's why, even though we're located in Thailand, we call on companies from all over the world who have subsidiaries in Asia."

The social enterprise is powered by the Baan Dek Foundation. It works closely with social workers to empower the most disadvantaged women and carefully tailor the ethical gift order to their sewing and handicraft skills, as well as their priority income needs. The Dao Ethical Gifts production team in Chiang Mai will support them step by step, guiding them through the "production" process (product training, quality control, delivery times, contractual procedures). •

#Testimonials

Protection People Against Contamination of Cosmetics Packaging

osmetoPack has built up SafePAC, the new web application for risk assessment of container/content migration in cosmetics. Launched in 2020, this research program aimed at providing the cosmetics industry with specific, simple and cost-effective protocols for assessing the human health risks of consumer exposure to substances migrating from plastic packaging into cosmetic products. It resulted in the development of SafePAC.

Intended to all players in the cosmetics industry, SafePAC is an international web application that combines an API, a software for predicting

the physico-chemical and toxicological properties of substances, and 4 databases: description and composition of packaging; regulatory data on substances; intrinsic properties of substances; data on exposure to cosmetic products. It considers the needs of both plastics manufacturers and cosmeticians.

Thanks to a protocol established and cross-referenced based on over 2,000 tests, SafePAC compares skin exposure to the substance, the cosmetic product exposure (CPE) with a toxicological reference threshold specifically calculated for the substance. Two thresholds

Bormioli Luigi boosts its decarbonization program





Q&A with Simone Baratta, director of the BEAUTY division

How do you approach the climate

emergency?

While we are fortunate to offer products with high added value for our markets, eco-design is not sufficient to reduce our carbon footprint. Our activity is particularly energy-intensive, so we need to have a solid roadmap that will allow us to reduce our emissions and anticipate changes in the regulatory framework. We are constantly working on innovative new solutions. In this, we are fortunate to benefit from the support of the European Union. Our innovation program is built around both our industrial resources and the use of green energy. Thanks to this, we will be able to reduce our impact by 50% by 2030.

What is your most important project for 2024?

We want to take advantage of our leadership in electric fusion by initiating a new-generation project. This will allow high-quality production for the beauty market. Named Vitrum, our initiative benefits from validation and co-funding from the European Commission within the framework of its Innovation Fund. The project involves the design of a hybrid furnace with a design and energy efficiency, combined with the

use of PCR glass, that allow for a significant reduction in carbon emissions. It will use 30% less gas and reduce CO2 emissions by 14% compared with a traditional gas furnace.

Among the benefits of this technological innovation are the digitalization of its control systems and the optimization of processes assisted by artificial intelligence. The furnace will start operations in September at the Abbiategrasso facility.

What type of energy will you use?

In order for it to be a success, our journey to electrification must involve a sustainable purchasing strategy. This furnace project is part of our renewable energy program that was initiated several

A pioneer in electric fusion, Bormioli Luigi chose to anticipate the shift towards sustainable development. Conscious of the impact of the glassmaking industry on the environment, the group is accelerating its industrial projects. By the end of 2024, it will install a specific hybrid furnace that allows a significant emissions reduction, in line with the group's aim of reducing carbon dioxide emissions by 50% by 2030.

years ago. Our ambition is to reach 100% "green" consumption by 2030, with 50% this year. For several years, we have been buying green energy through certificates, but in the near future, we plan to go further. Today, thanks to the PPA (Power Purchase Agreement), we are able to sign long-term contracts with renewable electricity providers. These contracts guarantee us better visibility and real security as to the sourcing process.

On top of this, our group produces energy to cover part of its needs. It intends to continue in this direction, for example by increasing the use of solar energy at its facilities.

While these energy choices are important steps, they are only the beginning.





We've been inspiring your projects and working with you to create products

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www.sofiacosmetiques.fr info@sofiacosmetiques.fr ▶▶▶ have been created by the group: the CPML for plastics manufacturers and the CSL for cosmeticians. The report quantitatively assesses the risk of systemic toxicity to human health. Skin irritation and sensitization (allergy) are assessed qualitatively for this first step of SafePAC. Exposure to the substance must be below the human reference threshold above which effects on human health are observed. Acceptable risk is measured by the ratio CPE /CPML < 1 or CPE<CSL < 1.

In the future, CosmetoPack will update existing databases and add new ones, based on the specific characteristics of recycled materials, bio-sourced materials, etc., for which little or no history exists. A module adapted to brands is also planned. The funding obtained from research programs is insufficient to support the numerous tests to be carried out.

Therefore, the consortium is looking for new partners to co-fund this project and be part of it. By joining CosmetoPack, they will access SafePACK. Users can rest assured that there will be a compromise between shared data and confidential data. •

The consortium CosmetoPack brings together 20 partners: Berry-Bramlage, Eastman, Equitox, Laboratoires Expanscience, Kreatis, LVMH Recherche-Parfums & Cosmétiques, Lyondellbasell, MS BEAUTILAB, PURE Laboratoire, SGS (Ex Metair), Texen, Groupe Treffert; Groupe Rocher; Itech, Université Lyon 1; Cosmed, Cosmetic Valley, Cosmetin Lyon, Polymeris, Polyvia.

#Feedback

Elevating Supplier Sustainability and Diversity

Social and Environmental Screenings with EcoVadis Aptar collaborates with suppliers to achieve more sustainable outcomes. Our EcoVadis Supplier Screening Program reached several milestones in 2022. EcoVadis is a trusted provider of business sustainability ratings with a methodology covering more than 200 spend categories and more than 175 countries. As of February 2023, 396 of our suppliers had been scored by the EcoVadis platform and shared their score card with Aptar. These assessed suppliers represent 55% of our total 2022 spend and 71% of suppliers that affect our Scope 3 emissions. Additionally, 82% of these rated suppliers received a score above 50, putting them in the top half of all EcoVadis respondents and achieving a Bronze-level score or higher for the year.

Formally integrating social and environmental screenings into our existing purchasing program allows us to better understand risks and performance areas, increase transparency and work on continuous improvement with our suppliers. We frequently collaborate with suppliers to set goals, evaluate social and environmental activities, and identify areas for deeper, crosssector partnerships and

SPECIAL REPORT

interventions. In 2023, we will continue to onboard additional suppliers to increase visibility within our supply chain and assess the performance of our portfolio in key areas, including suppliers that directly influence our Scope 3 emissions. In addition, Aptar's Global Purchasing Team is working with suppliers to build roadmaps, focused on our key Scope 3 emissions categories, to address emissions within our supply chain.

New Supplier Diversity Program

We are actively working on our Supplier Diversity Program, an important step in Aptar's DEI Roadmap to expand DEI beyond our organization to our full value chain. We are partnering with EcoVadis and other data providers to gather information on the diversity of our suppliers globally with the intention of increasing our spend with diverse suppliers in the years ahead. Our 10-year goals include:

- ▶ 20% of spend with small businesses
- ▶ 5% of Aptar spend with woman or minority-owned business (US) & inclusive enterprises (specific targets per geography depending on local regulations)
- ▶ 50% of spend with suppliers rated "engaged" or "advanced" on the DEI indicators within EcoVadis

To achieve these goals, the Global Purchasing Team has established strong program governance and identified four categories of improvement levers that Aptar can influence. These are Supplier Selection, Supplier Management, Supplier Development and Communication. Initiatives in these categories include gaining access to diverse supplier databases, integrating DEI in contractual documents, incentivizing vendors to improve DEI scores, and promoting diverse suppliers internally. In 2023, we are raising awareness of the program through changes to the Aptar Supplier website, training for all members of Aptar's purchasing team, and hosting our 5th Global Supplier Summit to further engage our suppliers in June of 2023. •

Aptar

#Feedback

Superga Beauty unveils its **CSR Report**

he publication of its new CSR report is an opportunity for Superga Beauty to take stock of its progress in terms of eco-responsibility, inclusion and social involvement, and above all to affirm its present and future commitments. Superga Beauty has a clear vision: to play a leading role in the great challenge of the beauty industry's environmental transition. To embody this challenge, a coherent and effective methodology was essential. This was the aim of the process begun three years earlier, which resulted in Superga Beauty's first "essential".



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More virtuous processes and innovations have supported this commitment. "We are making progress and we are setting ourselves bold objectives. For brands to choose us as partners, we have to meet their industrial specifications while respecting their CSR ambitions. It's our duty to live up to their expectations. Our approach reflects that of a responsible company, fully aware of its impact on society and the environment", explains Leslie Bréau Meniger, President of Superga Beauty.

Superga Beauty used its carbon footprint to pinpoint its sources of emissions and areas for improvement. The group has set itself the target of reducing its Scope 1 emissions (greenhouse gases produced by the company) and Scope 2 emissions (indirect emissions linked to energy, outside the company site) by 50% by 2030.

In 2022, the Group was able to show a 29.68% reduction in its direct emissions from combustion sources compared with 2021*, which mainly relate to its electricity consumption.

People are a key factor in Superga Beauty's development. They are at the heart of everything we do. "The ecosystem that Superga Beauty is building and in which it operates encompasses its employees, customers, suppliers and, beyond that, society as a whole. We are guided by two principles: inclusiveness and fairness. We



▲ Leslie Bréau Meniger, President of Superga Beauty.

implement actions based on safety and quality of life at work, as well as ethics and respect for everyone", says Leslie Bréau Meniger.

Superga Beauty is also committed to combating violence against women. The group has made this social issue its major battle. It has put in place a strong inclusive policy to support and reintegrate victims into the workplace. It is a patron of the "Maison des Femmes", the "Face" foundation and a signatory of its "1 in 3 women" charter.

CSR commitment is a perpetual movement, and Superga Beauty is firmly convinced of this. The group intends to pursue its initiatives and report regularly with concrete actions and verified data. "We're proud of how far we've come, but we're also humble and fully aware that we're only at the beginning of the process. We will continue to move forward", concludes Leslie Bréau-Meniger. •

Reintegrating women victims of domestic violence

Superga Beauty has set up a group of partner companies with FACE Artois and is organising a monthly working group to support, consolidate and unify its efforts to create a universal project that can be applied to different sites and industries. The group is now called FACE aux Violences and includes emergency shelters, crèches, a transport partner and another company that wants to open job vacancies. Training is planned for all managers between now and the end of June 2024. This training, provided by a specialist consultancy, will help managers to identify cases of violence and to guide and support victims.

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#Testimonials

Advancing Social Responsibility in Packaging with **Workforce Empowerment**

Beyond the simple yet essential reduction of its environmental footprint, Groupe Verpack is committed to a range of initiatives aimed at improving working conditions for its employees.

One of the most remarkable aspects of this approach is when it comes to social inclusivity initiatives. The company engages in concrete actions aimed at facilitating access to work among local communities. Groupe Verpack and its six production facilities in France and Tunisia are committed to creating equal employment opportunities, offering fair working conditions and opportunities to local employees.

On top of this, training and skills development are an integral part of this social approach. These initiatives are not limited to recruitment,



2



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SPECIAL REPORT

They also extend to continuous training, allowing employees to learn new skills and evolve professionally. Senior employees quite naturally share their skills with new entrants, disseminating both the company culture and their know-how. Groupe Verpack's production facilities are also positioned as the guardians of precious knowledge and skills that cannot be replicated by artificial intelligence.

"Our commitment goes beyond just production, it transforms us into veritable training centers, where specific skills related to the packaging industry are taught and preserved, thus offering



▲ Géraldine Delaval, Group Quality and CSR Director, Groupe Verpack.

unique learning opportunities and skillsets that cannot be taught at school", explains Group Quality and CSR Director Géraldine Delaval.

Because we are champions of sustainable packaging promoting all-cardboard solutions, we have decided to deploy our eco-design approach throughout the value chain, from local, ethical materials sourcing to customer satisfaction. For example, our cardboard inserts are designed so that manufacturing conditions are comfortable for operators, from the folding and fitting stages to the packing of products in their coffrets ready for sale. •

#Testimonials

The Vital Role of People

ith over 61,000 employees, Eurofins is a global leader in testing for Life and over the last 20 years has been one of the fastest growing companies in the world, thanks to innovation in technology and service. Life at Eurofins is a meritocracy, where people are empowered to make decisions and are rewarded for their success, allowing them to advance quickly.

The Eurofins spirit is unique

Given the global footprint in 61 countries, by nature, there is a celebration of diversity and inclusion in all forms, celebrating the LGBTQ+ community, generational wisdom, race, ethnicity, nationality diversity, persons with disabilities, and all ways in which individuals contribute by bringing their unique selves to work. In addition, Eurofins continues its commitment to increasing gender equality at the most senior executive leadership level.

Equality driving excellence

Eurofins defines a diverse workforce as one reflective of people of all gender identities, sexual orientations, generations, cultures, nationalities, ethnicities, races, disabilities, and origins. Eurofins' equality advancement goal is integral to its mission to be the Global Leader in Testing for Life.

Throughout every stage of Eurofins experience, from selection and development to advancement and work-life balance, the company provides equal opportunities and cultivate an embracing environment that encourages to actively reach for and achieve one's goals.

For example, the EDE piloted its first Global Leadership Mentor Programme in 2021. This pilot programme included over 200 Eurofins leaders from around the world to ensure cross-cultural and cross-departmental representation and included over 350 participants. Current senior leaders mentored current leaders at all levels and high potentials interested in advancing within Eurofins.

Supporting the development of employees

Eurofins leaders put a lot of effort in empowering their employees to create an environment in which everyone can perform, grow, contribute, and enjoy work. "We believe in the importance of identifying talented and high-performing employees, in developing their skills and in assigning them to roles in which they can contribute at their best. We have the ambition to improve our efficacy in assessing and developing our internal talents", the company says. Moreover, the Eurofins Foundation is a

Public Interest Foundation, which was legally established in September 2019. Its primary areas of focus include supporting initiatives aimed at: protecting the environment, improving nutrition, improving health, helping social not-for-profit businesses, promoting inclusion, diversity and equality, helping non-profit organizations active in the local communities where Eurofins' laboratories operate and their staff live and work and supporting students who study or carry out research in fields aimed at contributing to safer and healthier lives but who lack sufficient financial resources. The Eurofins Foundation encourages and supports employees and managers of Eurofins Group companies who wish to get involved in philanthropic actions, support existing initiatives, and develop innovative projects in line with the Foundation's objectives. •



#Testimonials

People are our **Greatest Wealth**

100% family-owned group, Bormioli Luigi has since its outset been rooted in Parma, which implies a particular commitment to the urban environment, notably informing its choice of electric furnaces.

"Working at Bormioli Luigi must signify growing and thriving in an artisanal industry dependent on people, but made arduous by the high temperatures and heavy labor involved", explains Silvia Bellicchi, Quality, Health, Safety and Environment Manager and Sustainability Coordinator. Human resources management involves multiple projects and significant investments in comfort, protection and safety in the workplace, as well as in training initiatives at all levels of the company. "The swift mutation of markets and technical requirements demand professionalization. We are investing in this area to recruit

young talent and offer the training necessary to help people grow within the company", explains Beauty Division Director Simone Baratta.





SPECIAL REPORT

When it comes to training, Bormioli Luigi group is investing in career management based on audits and solutions destined to manage talent. "We are in the process of defining structured training modules applicable to all of our sites. In order to implement the industrial conversion of the Azuqueca factory, the company invested several million euros just on training Spanish personnel with the help of experienced Italian employees. Over the past three years, more than 50,000 hours of training have been dedicated to cohesion initiatives and skill sharing", Silvia Bellicchi elaborates.

When it comes to technology, specific products that are increasingly complex make automated production more difficult. Nevertheless, investments and new technologies aim to reduce the number of accidents, lighten workloads and improve productivity.



▲ Beauty Division Director Simone Baratta. Bormioli Luigi.



▲ Silvia Bellicchi, Quality, Health, Safety and Environment Manager and Sustainability Coordinator, Bormioli Luigi.

The automation of certain tasks and the acquisition of new machines helps to reduce time spent on low added value tasks or work that is particularly tiring, allowing operators opportunities for professional growth.

As to safety, once again people are at the heart of our strategy. Currently, 50% of our Italian facilities have ISO 45001 certification, and the aim is for all of them to do so by 2025. For example, the "ergonomy" project means using an applied approach to reducing and managing risks linked with heavy lifting and biomechanical overloading of the upper limbs. The first stage of this involved evaluations with a method using inertial analysis of movement: sensors worn by operators recreate their movements and postures. Once identified, practical solutions, techniques and training are implemented to better manage risks. •



#Testimonials

Perfumery Pioneers Growth with **People- Centered Ethics**

Since its creation and its entry onto the perfumery market, Coverpla has articulated its growth around a consideration for humanity in its environment. "Today, a company like ours cannot grow without considering this dimension, explains

President Bruno Diépois. From responsible and ethical purchasing to working conditions, from managing pollution to employee wellbeing, from an eco-designed product range to the pleasure generated for the consumer, from longstanding

SPECIAL REPORT

partnerships to customer satisfaction, human beings are at the heart of everything."

Within its business model, Coverpla's values are built around four pillars, each linked to people: Quality, Open-mindedness, Trust and Humanity.

- ▶ Quality is about the insistence on rigor and reliability, the quest for performance in a context where people can find their place.
- ▶ Open-mindedness means listening to others and adapting to the world with curiosity and the audacity to innovate.
- ▶ Trust is based on respect and loyalty, transparency and honesty in the pursuit of harmony.
- ▶ Humanity, for Coverpla, is about a family spirit, solidarity, sharing and resilience. None of these can be taken for granted. "Family," "benevolence," "solidarity..." these are the words employees consistently employ in a series of short videos recently made about the company.

The human dimension is the backbone of the firm, guaranteeing it grows and blossoms, the cornerstone of its image and reputation.

"Coverpla is a world in its own right. Everyone works together in mutual trust and gives the best of themselves," says Sébastien Saussereau, Administrative and Quality Director. "Average employee retention is 14 years, and absenteeism is extremely low, and that is a good indicator."

These arguments weigh in favor of the employer brand, a company whose values allow it to promise its employees long-term fulfillment and to attract new talents that will help it grow.



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#Experts' Opinion

How to Be **One Step Ahead** in the Race for Talent in the Cosmetics and Perfume Industry?



he years after pandemic are not only reshaping regional economies and societal trends in terms of interest in work ("great resignation", "big quit" or "quiet quitting"). We

can see that all over Europe the cosmetics and perfume industry faces recruitment challenges as workers with the profile it needs are lacking. The world faces one of the tightest job markets in recent memory. The talent war in this market is still raging and winning companies are those that know how to use the right weapons.

Cherish your storytelling

Let's remember. In the past, when a candidate considered making a change from their current employer, they would ask industry colleagues for an inside scoop on potential employers: how well they treated their employees, what kind of opportunities for advancement they offered, how much worklife balance could an employee expect. Today, candidates have access to much more information than ever before. Some web portals give employees a platform to express their personal experience with an employer, including hashing out complaints anonymously. The result has been increased transparency on a company's work environment. Whether a job seeker knows someone at a company or not, they can access intel much more easily. Companies that create a happy, supportive, and stimulating environment will naturally win over those who apparently have difficulty to create an attractive company culture. Lately, we've been hearing more and more about the concept of "work-life blending". Under this model, professional and private lives are blended, and the "work" and "life" parts merge. If need be, employees start work later, take a longer lunch break or arrange private appointments in the afternoon, and working from home is commonplace. In return, they are expected to be available late at night, and to answer e-mails anywhere, anytime. Flexibility first!

Similarly, as consumers demand more transparency in advertising and product ingredients, a sustainable footprint, a new trend towards Cosmetics has emerged, which also impacts the relevance of brands to Beauty industry professionals. Brands which have fallen behind on updating formulas and ingredient stories are seen as old-fashioned. Top performing Beauty leaders want to stay ahead of the ingredient curve and work for brands that go beyond.

This kind of misstep can cause a company to lose out on not only consumer money but also candidate interest. If a brand is a story that's always being told, it's easier to read between the lines today than ever before. Ensuring your firms responds to employee and consumer feedback in a caring and honest way will pay dividends as you continue to compete for talent.

Think different and better

More than many other industries, companies in cosmetics and beauty often tend to hire candidates from direct competitors, particularly in Switzerland. With speed to market increasingly important, leadership wants to hire talent who will hit the ground running and never look back. This means companies expect candidates to have both channel and category specific experience. But is it such a wise choice?

The challenge is that with even more brands on the market, access to top performers is decreasing. This has caused salaries to inflate rather quickly and for positions to remain vacant longer. This has of course negative consequences on the growth of the firm. That's why a few disruptors have already started hiring Executives from outside the industry. They are hiring people who think out of the box and who import other best practices. In this hyper-competitive job market, Beauty companies that solve a formula to hire talent from outside the industry will benefit, as will those who even slightly lessen their requirements. One of the best tip is still to allocate the proper time and resources to find the right talent to help them achieve their goals.

Always anticipate

On a more global level, with the emergence of new players and large-scale mergers and acquisitions, the perfume industry has continued to structure itself in recent years. Like the food and hygiene/beauty industries, the fragrance sector is turning to a more natural approach to meet the new expectations of perfume lovers. Sustainable consumption is a real issue, and the entire sector is now involved in developing "green" products.

Another turning point is technology, a challenge made all the greater by the fact that the perfume industry is still rooted in fairly traditional codes. The race for data is not just about retail. Artificial intelligence is already well established in the industry, particularly in the creation of olfactory compositions. The current challenge is to recruit specialists with these new skills, without waiting too long... Because, as the renowned oil well firefighter Red Adair said: "If you think it's expensive to hire a professional to do the job, wait until you hire an amateur." •





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- Erythema, melanin and color
- Elasticity
- Sebum
- Gloss
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Tests

Human-Centred Design

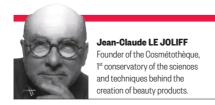


The cosmetics industry is often criticised for its grandiose and sometimes unbelievable claims! The recent Quantum Cream episode was a case in point. But as *Retro News* recently reported, the 1920s were no stranger to grandiose promises, and these too are often regarded as outrageous. Yet those who know this field well will know the extent to which it is a constant preoccupation for many brands, not only to comply with the regulations that require claims to be proven, but also to advance their products in a constant quest for excellence. This is the domain of tests, or proof.

t was barely fifty years ago that these concerns began to invade brand laboratories. And even then, it all began with safety research, which was initially carried out on animal models. At the time, we had very few tools with which to try and justify certain things, and everyone was more or less looking for books or publications with which to do so.

It is perhaps in this area that the most spectacular progress has been made, and in which the "revolution" – the term is not too strong – has involved

OUR EXPERT



the contribution of "human-centred assessment techniques", in particular those known as "human-centric". Initially, assessment techniques focused on the development of a device, often

biophysical, to measure skin constants. These constants were then related to skin properties such as hydration, elasticity, roughness, etc. in an attempt to quantify them. It is still not certain that they are all perfectly representative. These techniques were then applied to the study of products to see if these properties could be modified and, by the same token, to measure the effectiveness of the products. The "reagent" on which these properties were tested was not necessarily volunteers, but could be *in tubo*, *in vitro*, *ex vivo* or any

HISTORY

other technique that produced quantifiable results. The sacrosanct "clinical test" will come a little later, when regulations allow it. But a clinical test is not the way to develop good products! It comes far too late. These techniques for measuring and quantifying things during the development phases still exist, but they will gradually be supplemented by two approaches that will profoundly change the conditions of testing and development:

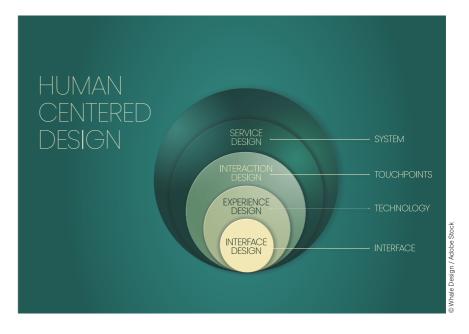
- ► The emergence of sensory analysis,
- ▶ "Human-centric" techniques.

Sensory analysis

Sensory analysis was born in the 1950s in the United States thanks to an American scientist, Rose-Marie Pangborn, and initially developed in the food industry through the sensory analysis of foodstuffs. Sensory analysis gradually moved into other fields, such as cosmetics and perfumery, placing it at the heart of product research and development. Sensory analysis uses the human senses as a means of measurement. These techniques are now well codified, enabling objective and systematic studies. However, they are difficult and cumbersome to implement, and few laboratories actually use them. Instead, there are evaluation tests on volunteers based on sensory analysis techniques. However, sensory analysis remains an essential tool for the development of cognitive neuroscience, a new area of industry. The emergence of new test techniques known as "haptic techniques" suggests that interesting progress is being made in this highly topical area.

Human-centred design

These techniques are problem-solving approaches that involve the human perspective in all stages of the process. They aim to create products or other devices that correspond to the needs and expectations of end-users, taking into account their contexts, emotions and experiences. It enables the implementation of new practices to design innovative, effective and sustainable



solutions that sustainably improve enduser performance. "Human-centred design" has many advantages:

- ▶ Improved end-user satisfaction,
- ▶ Better returns on investment,
- ▶ Shorter development times,
- ▶ Stimulating innovation.

product development was approached in many fields, including the cosmetics industry. This was the period when the notion of start-ups took off, and business incubators, coworking spaces, etc. were springing up all over the place. Workspaces would be modified, going

"Initially, assessment techniques focused on the development of a device to measure skin constants in an attempt to quantify them. It is still not certain that they are all perfectly representative."

Based on a better definition of the need through more focused consumer research, subsequent operations such as ideation, prototyping or the generalisation of user testing at the right levels, will enable the final product to be approached more concretely.

Among the techniques associated with this approach, Design Thinking is one of the best known, but not the only one. The term first appeared in 1987 and was taken up and codified by David Kelley in 1991 for Ideo, a design agency. Competing techniques or improvements such as lean startup, lean out, scrum, open innovation, etc. are regularly proposed. The emergence of these approaches would profoundly change the way

so far as to redefine the configuration of laboratories, with workbenches on wheels so that they could be moved to suit the project groups! This period was therefore strongly associated with the emergence of innovation approaches, which gradually became more widespread. In the end, we came to the conclusion that innovation is above all an approach to changing processes, and not an exercise in generating ideas, as many people think, even if ideas continue to play a major role.

But it's not enough to have ideas; you have to turn them into something other than new. Because if all innovations were once innovations, not all innovations will become innovations.

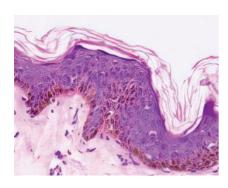
Study

Pigmentation Evaluation at the Core of the Inclusivity in the Skincare New Concepts

Pigmentation evaluation at the core of the inclusivity in the skincare new concepts. The skin pigmentation attention is one of the most shared skin characteristics in the world. It evolves over time in various ways according to the several ethnic, social, and cultural communities. And when it's time to consider external influences, such as UV or pollution conditions associated with whitening or lightening activities, skin color becomes a real challenge for the objectivation manager.

How to *in vitro* evaluate the skin pigmentation mechanisms

Melanin and the ratio between the two types of melanic pigments -eumelanin and pheomelanin play an essential role in skin tone evenness, in hair pigmentation and in photoprotection. The altered melanogenesis can cause various pigmentation damages (hair greying, vitiligo, etc.) and hyperpigmentation phenomena such as brown spots, melasma, acne lesions...



Human skin pigmentation is obtained by the synthesis of melanin and by its distribution in skin and in hair follicles. Human skin pigmentation is a complex process mainly managed by the melanogenesis. It is influenced by intrinsic (stress, hormone) and extrinsic factors such as UV radiation, visible light, or pollution. Melanin synthesis, also called melanogenesis, is an enzymatic process that is catalyzed mainly by tyrosinase, tyrosinase-related protein 1 (TYRP1)

OUR EXPERT



and dopachrome tautomerase (DCT) allowing the transformation of tyrosine into melanin within melanocytes, and more particularly in melanosomes.

Melanin contained in mature melanosomes, specific organelles, is transported via a microtubule network to the melanocyte dendritic extremities, then the pigment is transferred to surrounding keratinocytes where they distribute uniformly to ensure a homogeneous pigmentation and create a photoprotection which covers the nucleus of keratinocytes.

Biomarkers and assay support to design the best protocols

Several biomarkers activity closely associated with cutaneous pigmentation – melanin, tyrosinase, alpha melanocyte stimulating hormone, microphthalmia transcription Factor, melanocortin 1 receptor, endothelin-1 (ED1), peroxisome proliferator-activated receptor alpha, delta, and gamma (PPAR alpha, delta, and gamma) – can be quantified using various method of analysis.

Several methods of analysis can quantify or visualize the effect of ingredients or formulation on the cellular metabolism such as:

- ▶ proteic and metabolic methods which includes Elisa, HPLC, CPG, flow cytometry, mass spectrometry, photometry, western Blot, radiobiochemichal...,
- ➤ morphology and imaging methods: 3DLive cell Imager, HTRF, immuno-histo fluorescence, immuno-fluorescence chemistry and imaging, electron microscopy...,
- ► gene expression: Transcriptomic, RT-qPCR, qPCR-array,
- ▶ multi-omics approach: proteomics, metabolomics that provide untargeted studies of a product or ingredient activity, offering a starting review of its performance potential...

To address the needs for pigmentation claims substantiation, the major CROs also developed specific *in vitro* and *ex vivo* protocols that objectively evaluate skin exposure to several conditions.

For *in vitro* assays there are significant distinctions between tests on human monolayer cells (primary or lines) commonly used for hydrophilic substances and assays on 3D reconstructed skin models, skin explants and 3D skin bioprint that can be used for lipophilic products.

Monolayer cell tests have become a routine with a choice of a multitude of primary cells provided from various

COSMETOLOGY



▶▶▶ skin types and ages: keratinocytes, melanocytes, and the opportunity of monoculture or coculture supports... Then, the wide selection of reconstructed skin models is fantastic (colored skin, ageing skin...) with epidermis or fullthickness 3D skin models. Most of the CRO's can buy the standard cells or skin models, can offer their own in-house models, or can also develop ones with specific characteristics. To give the best predictive results, they offer sophisticated supports for the various anti-pollution claims on the skin or hair.

These assays can be tested through *in vitro* assays whether on 2D human cells (melanocytes) with the opportunity to get primary cells from various skin color donors, whether co-cultures with keratinocytes, 3D skin model printed or not including melanocytes or *ex vivo* models. These assays can

be conducted under UV modulation (UVA, UVB, infrared-A, visible light), and UV associations.

Recent findings open new research perspectives for cosmetics

Recent studies have confirmed the used 3D bio printing to control the distribution of melanin-producing skin cells or melanocytes on a biomimetic tissue substrate to create human-like skin pigmentation.

The assays on melanocytes are also used to develop senescence models by repeated UVB exposure, which allow for investigating molecular mechanism underlying premature senescence and for screening potential substances displaying both anti-senescence and anti-pigmentation effects.

Moreover, other assays demonstrate the decrease of UV-induced skin pigmentation in keratinocytes and melanocytes showing intercellular communication between both cells. Studies showed not only keratinocytes can play an important role in keratinocytes-melanocytes crosstalk, but also melanocytes are able to regulate keratinocyte functions via exosome-mediated communication. The modulation of cell proliferation appears to be a key result of the exosomal communication from melanocytes to keratinocytes.

Finally, innovation in *in vitro* assays related to the skin pigmentation is a challenged topic with limitless opportunities of protocol design between support, methods of analysis, biomarkers and conditions of cultures and their environment. Many things to investigate to help the Beauty industry to understand deeper the modulation of skin pigmentation and its application in the development of new generation of whitening agents.

COSMETOLOGY

How the preclinical testing platform can help you to find the right testing providers. In the platform you can check:

- ▶ 9 claims related to pigmentation,
- ▶ 19 test(s) or service(s),
- ▶ 35 providers from 11 countries.

You can consult for free of charge all these information, skinobs.com, whether it is by selecting the "category of tests" 9.1 Efficacy: skin, directly the "mechanisms of action" pigmentation, then the "claims" you like to substantiate.

When it comes to clinical and consumer studies

Skin color for depigmenting, whitening, and lightening... claims substantiation

The skin pigmentation attention is one of the most shared skin characteristics in the world. It evolves over time in various ways according to the several ethnic, social, and cultural communities. And

when it's time to consider external influences, such as UV or pollution conditions associated with whitening or lightening activities, skin color becomes a real challenge for the objectivation manager.

What are the present technologies and instrumentation available to evaluate the skin color changes during *in vivo* testing studies?

You can find in the Clinical Testing platforms, all the instrumentation dedicated to the color measure of the skin, scalp, hair, nails, or teeth. The claims related to the pigmentation or color are numerous depending on the type of cosmetics purposes. These are numerous considering the variety in terms of product category such as skin care, makeup, oral care, or haircare or texture, organoleptic parameters, and treatment conditions. Four main categories of performance linked to product categories have specific ways to be evaluated; let's have a look:

- 1. Skincare and color parameters are linked to the skin conditions and its surface imperfections. It is summarized by the following claims per type of mechanisms:
- ► for global imperfections: anti-blemish, anti-maskne, healthy skin, wound-healing, stretch-marks...
- ► for microcirculation: anti-couperose, anti-rosacea, anti-redness,
- ► for ageing: anti-brown spots, anti-dark circles.
- ► for melanin and skin pigmentation or hyperpigmentation: lightening whitening, self-tanner, tan-activator...,
- ► for erythema or inflammation: soothing effect, anti-inflammatory, CBD effect...,
- ► For radiance and complexion homogeneity.
- 2. Makeup & color evaluation will refer to makeup lasting, long-lasting wear



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- >>> and water resistance or mattifying, covering effect, transfer evaluation
- 3. Hair care & deying testing for their color characteristics and lasting under several conditions of treatment: Antigrey hair, color lasting...
- 4. Oral care: gums and teeth color The clinical testing platform gathers at date:
- ▶ 28 methods: Scoring by expert evaluation or quantification or visualization by instrumentation,
- ▶ 21 devices,
- ▶ 99 testing suppliers in 32 countries.

You can consult for free of charge all this information, skinobs.com, whether it is by selecting the "category of tests" 3. Biometrology, or 4 or 6. then the "claims" you like to substantiate or directly the "type of analysis" you already know.

The direct and specific analysis of the color

The skin color analysis is naturally implemented in the reflectance spectrum of the skin from 400 to 700 nm. The several devices use different light emission parameters: wavelengths, source of light (Xenon, Leds) and directions.

Generally, the quantity of emitted light is defined, and the quantity of light absorbed by the skin is also calculated. The color measurement is based on the evaluation of the 3 main and well-known color components L* (lightness from black to white), a* (green/red axe) and b* (blue/yellow axe). The ITA (Individual Typology Angle) can be also calculated. The instrumentations are: Chromameter, Spectro-colorimeter, Colorimeter (Courage & Khazaka),

The measure of the skin color is easy, fast, reproducible, and well established in the cosmetics evaluation. Various instrumentations can evaluate the color of the skin whether it is quantification or visualization.

The measure of the color including erythema, hemoglobin and melanin parameters is made using specific wavelengths to avoid other color influences.

PIGMENTATION ASSESSMENT

Color and erythema

Chromameter, Spectro-colorimeter, Colorimeter, Mexameter MX1(C+K), SkinColorcatch, DermaLab colormeter (Cortex), SiaScope, TiVi 70 Skin Colour (Wheelsbridge)...

Skin surface

C-Cube (Pixience), Antera 3D [Miravex], SkinCam and DigiCam [Newtone]...

Global face

Aeva-HE, EvaFace 5 (Eotech), HeadScan Dynamics, V05 Research (Orion), VisioFace (C+K), Visia-CR...



The direct but not specific instrumentations that analyze de skin surface and characterize by HD camera the skin color among other parameters is numerous. Each instrumentation has its own image acquisition specificities such as light, probes, sensors and always a dedicated software including

algorithms, I.A (or not) and illustrative results to deliver precise information on the color of the skin. Then the last technology refers to global evaluation of the entire face using specific equipment that includes the measure of the skin color and erythema.

Finally, alternatives of classical skin color are given by high-tech visualization of melanosomes and pigments by confocal microscopy (Mavig, Michelson, Jenlab), but also by scoring from experts and auto-evaluation questionnaire combined with biometrological measure.

The challenges of color measure in vivo are the room environments of the light but also the humidity and the temperature, and the reproducibility of the measure location. The use of a specific bench guaranties the accuracy of the measurements. Thus, data treatment should be considered also and characterized as I.A results or classical algorithms. The evolution of technology in the no contact probe, the data acquisition and treatment with the use of I.A algorithm may give the direction of non-contact and optical solutions. One of the big challenges for the evaluation of depigmenting, whitening, lightening or anti-spots.... claims are to choose between measuring a small skin zone precisely and get data and analyzing a bigger skin zone with images analysis. Today, the "must have" for the cosmetics brands and consumers is the illustrative results.

As conclusion, we could say that the preliminary discussion with the CROs to design the study (timeline, duration, conditions of use of the products, inclusion criteria, instrumentation choice ...), seems to be essential to define the best protocol to support the claim substantiation. Before this step, the bibliographic study of the mechanism of action of the substance is crucial to better define the *in vitro* assays and built a relevant protocol considering concentration, negative/positive reference substances, time of measure, biomarkers, and analysis methods choice. •

Regulation of cosmetic ingredients

Current Highlights and Upcoming Deadlines

In a context of intense political pressure, it is essential for companies to anticipate the accelerating pace of regulatory change. To achieve this, Cosmed has identified a number of key steps that regulatory departments need to take in order to prepare their company's cosmetics business as effectively as possible.

Nanomaterials: the work continues...

Following the European Commission's recommendation n° 2022/C229/O1 on the new definition of "nanomaterial", published in June 2022, discussions on the subject intensified in 2023, leading to various publications by the main national and European players (SCL, Centre NanoMesureFrance, JRC, ANSES, DGC-CRF), and work will continue in 2024. 2 major events are expected:

- ▶ The forthcoming publication of the 1st Omnibus "Nano". This was prompted by the European Commission's observation that most of the SCCS opinions on the subject were inconclusive due to a lack of data, and the desire to set up an omnibus regulatory process. This first "nano" omnibus provides for the addition of 5 "nano" entries to the annex of prohibited substances of the Cosmetics Regulation and one entry to the annex of restricted substances (specifically nano hydroxyapatite, following the favourable opinion SCCS/1648/22).
- ► The publications of the NanoMesure-France center (guide and questionnaire), which will be an invaluable aid to companies by providing a methodology for the characterisation of substances.

Use of the CBD: Europe gets involved

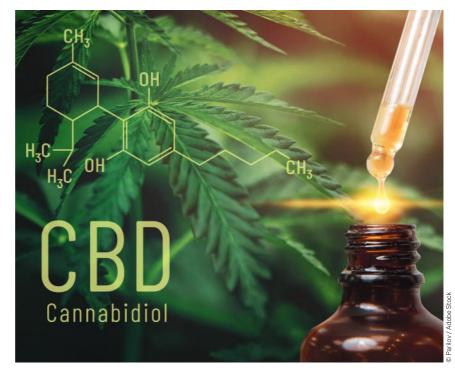
Discussions on the use of cannabidiol (CBD) in cosmetics are underway in the European Commission's Cosmetics Working Group, in which Cosmed participates. Opinions remain very divided

OUR EXPERT



among Member States, as interpretations and sensitivities vary from one country to another regarding this "borderline" substance. As the plant is currently not regulated in cosmetics, this booming market will soon come under strong regulatory pressure:

- ▶ On 1st June 2023, the European Commission launched a 15-month call for data until 30th September 2024 to assess the safety of its use in cosmetics. Approval will only be possible if its safety in use is demonstrated and the presence of traces of THC, the molecule responsible for the psychotropic effects of cannabis, is assessed.
- ▶ On 6th June 2023, the European Chemicals Agency (ECHA) published its intention to classify the substance as reprotoxic under the CLP Regulation. Anses initiated this harmonised classification process. The intention to classify should be



▲ Discussions on the use of cannabidiol (CBD) in cosmetics are underway in the European Commission's Cosmetics Working Group.

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In the absence of data submitted by industry demonstrating the safety of its use, CBD could be banned for use in cosmetics.

Microplastics: Banning rules now published

After much discussion, Regulation (EU) 2023/2025 on microplastics was published on 26th September 2023. The text is not part of the Cosmetics Regulation, but consists of an amendment to Annex XVII of the Reach restrictions. It aims to phase out synthetic polymers that meet the definition of microplastics and are intentionally added to all consumer products, including cosmetics.

Echa has defined microplastics as synthetic microparticles in solid form, consisting of polymers, less than 5 mm in size, insoluble and non-biodegradable. Although there are exemption criteria, the regulation introduces reporting and labelling requirements. The aim of the regulation is to monitor the use of microplastics throughout the supply chain up to consumer use in order to prevent them from entering the environment.

The ban will be phased in according to product category: four years for rinse-off products (October 2027), six years for non-rinse-off products (October 2029) and twelve years for make-up (October 2035). However, manufacturers need to start assessing now the presence of microplastics in these formulations and the possibilities for reformulation, especially as the deadlines for labelling (from 2025) and reporting (from 2026, depending on the actor) are much closer to the ban dates.

The hunt for PFAS continues

The acronym stands for per- and polyfluoroalkylated substances used for a variety of purposes: emulsifiers, antistatic agents, stabilisers, surfactants, film formers and viscosity enhancers. The European Commission's Cosing database lists no less than 170 of these substances in cosmetics. These substances are controversial because of their harmful effects on the environment and their potential effects on health. The European Chemical Strategy for Sustainability therefore plans to phase them out, starting with the subgroup PFHxA (undecafluorohexanoic acid). The draft regulation is expected to be adopted in 2024. It will not have a direct impact on the cosmetics sector, but manufacturers should remain vigilant as PFHxA may be present as an impurity and/or as a degradation product of intentionally added PFAS.

The European Federation for Cosmetic Ingredients (EFfCI) is currently assessing the potential impact of the expected presence of traces from manufacturing processes, water and the environment. To be continued...

Salicylate esters under evaluation

In 2023, the European Commission closed its call for data on the use of salicylic esters and/or salicylates used in cosmetic products that are metabolised to salicylic acid. This call for data had two objectives: firstly to identify these esters and secondly to assess the safety of their exposure. This could potentially affect the use of many substances identified as ingredients of perfumes, but also of authorised preservatives and certain UV filters such as homosalate and ethylhexyl salicylate. It is too early to determine the future of these substances. A dossier will be submitted to the SCCS in 2024.

Tea tree, a difficult defence...

At the end of 2022, a proposal for the harmonised classification of Tea Tree Oil (TTO) as a category 2 reprotoxic(suspected) raised concerns about its use in cosmetic products in accordance with Article 15 of the European Cosmetics Regulation. At the beginning of 2002, Cosmed took the initiative to set up a TTO Task Force, composed of French and European companies, with the aim of defending the use of TTO in cosmetics by preparing an SCCS dossier.

However, at the last meeting of the Risk

Assessment Committee (RAC) at the end of November 2002, the experts decided to re-evaluate the classification of TTO and to classify it as a category 1B reprotoxic substance. The official opinion of the RAC on this new classification was published on the Echa website on 9th February 2024, starting the 6-month countdown for submission of the dossier to the SCCS.

This reclassification to category 1B further complicates the defence of its use in cosmetics. The TTO Task Force is actively working not only on the submission of a more robust SCCS dossier, taking into account the overall exposure and defending a specific use, but also on a dossier demonstrating that there is no alternative to TTO in cosmetics for the selected uses and a dossier ensuring food safety.

Despite the efforts currently being made to defend this substance, it is crucial to bear in mind that if this fails, the date for the ban of TTO in cosmetics would be around July 2026.

Octocrylene, a UV filter under pressure!

Octocrylene is a UV filter whose safety for consumers has been confirmed by the SCCS in 2021 for use up to 9% in spray products and up to 10% in other products. However, it is now being criticised because of concerns about its impact on the environment. This UV filter does not meet the criteria defined by the Reach regulation for inclusion on the list of substances of very high concern (SVHC) and, subsequently, substances subject to authorisation, but it is the subject of an intention to restrict it, led by Anses, in view of its impact on the environment.

Sunscreen products are essential to protect consumers from the harmful effects of UV radiation.

Hazard assessment data are still lacking, as is the method for assessing environmental exposure, which needs to be refined. Cosmed reiterates the importance of relying on solid scientific data demonstrating an unacceptable risk

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and therefore the use of a relevant risk assessment method adapted to cosmetics. To be continued...

Allergens: the list has been extended!

After more than 10 years of discussion, Regulation (EU) No 2023/1545 extending the list of allergens to be labelled was published in July 2023. From now on, 56 additional allergens will have to be considered in product labelling, bringing the total number of allergens to be labelled to 80 substances listed in Annex III of the Cosmetics Regulation 1223/2009. The labelling thresholds remain unchanged and so-called "allergenic" substances, even if they are part of a fragrance or a complex ingredient, will have to be listed on the INCI list of products in addition to the ingredient from a concentration in the finished product of more than 100 ppm for a rinsed product and 10 ppm for a leave on product.

Note: Some substances have been grouped together under a "grouping name" to simplify labelling and provide better information to consumers. This means that several substances of the same origin are grouped together under a single name. Two "rules" must be respected:

1/ In the case of a grouped name, the sum of all substances grouped under this name must be taken into account to determine whether the labelling threshold is exceeded.

2/ If a grouped name exists and the threshold is exceeded, it must be used. However, in addition to this grouped name, the name of the substance or substances concerned may also be labelled.

There are two deadlines for application: July 2026 and July 2028.

Companies have until 31st July 2026 to place products on the market that comply with the new rules. From that date, every unit of the product sold by the responsible person must be compliant. Non-compliant products placed on

Non-compliant products placed on the market before 31st July 2026 may remain on the market until 31st July 2028, when they must be withdrawn from the market.

Amendments to the Cosmetics Regulation applicable in 2024, 2025 and 2026

400 regulatory affairs professionals are expected to attend the Cosmed Regulatory Conference in Paris on 27 and 28 March 2024 to discuss, share and debate all these issues in the presence of French, European and international authorities.

Amendments to the Cosmetics Regulation applicable in 2024, 2025 and 2026				
Regulation (EU) no.	Objective	Entry into force (for marketing)	Date of withdrawal from the market of non-compliant products	
2022/2195 amending Annexes III and VI to European Cosmetic Regulation (EC) No 1223/2009 11st November 2022	Restricts the use of BHT and Acid Yellow 3 for the following product categories and at the maximum concentrations indicated: ■ BHT (antioxidant) ► Mouthwash: 0.001 % ► Toothpaste: 0.1 % ► Other products: 0.8 % ■ Acid Yellow 3 (hair dye) ► Non-oxidising hair dyes: 0.5%. ■ Homosalate (UV filter) ► Authorised concentration reduced to 7.34%.	1 st July 2023	1 st January 2024	
	► Addition of the substance as an authorised UV filter	In force	In force	
2022/1181 amending the preamble to Annex V to Cosmetic Regulation No 1223/2009	Any product placed on the market containing preservatives that release formaldehyde must carry the warning "Releases formaldehyde" on the label if the total formaldehyde concentration exceeds 10 ppm.	31st July 2024	31st July 2026	
2023/1545 regulation on allergens from 27th July 2023	The list of additional allergens to be labelled has been added to Annex III of Regulation (EC) No 1223/2009.	31st July 2026	31st July 2028	



This issue in figures



It's the number of new production plants inaugurated by dsm-firmenich.

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It's the number of scientific studies L'Oréal needed to launch its new ingredient.

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It's the numbers of years since Seppic was founded.

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It's the number of stories included in our special report.

Special report Page 21



It's the number of claims related to pigmentation on skinobs.com

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