



ORIGINAL - SINCE 1930

# JUSTAINABILITY

## Sustainability Report 2022

## Foreword



**Dear Readers,**

For over 90 years JUST has been developing and producing herbal and botanical products of the highest Swiss quality. A sustainable approach to nature and the environment has been firmly anchored in JUST's corporate culture from the outset.

The unique Appenzell mountain landscape is home to a variety of valuable herbs and plants. JUST uses their mysterious effects and combines them in unique body care products that pamper the skin and

senses in equal measure. The valuable raw materials are provided by our natural environment and for JUST it is therefore essential to treat nature with care and respect. Being able to give something back to mother nature is important to us. As a company, JUST bears responsibility towards people and nature. JUST strives to define ambitious targets and as a result continuously improve its impact on the environment.



Sustainability Report 2022

## Challenges in 2022

The situation in 2022 has shown once again that if we work hand in hand as partners, together we will be able to write another chapter in the success story of JUST in spite of the many challenges we have to face.

**Such solidarity and swift joint action are typically JUST.**

The commitment shown by various JUST protagonists towards Ukraine was for me the real highlight in the first quarter of this year. Our owners, Hansueli and Marcel Jüstrich, did not hesitate to agree to make a substantial donation to the Red Cross in Ukraine. With great support and commitment from JUST Czech Republic / Slovakia, JUST Poland and JUST Hungary, we were able to take several tens of thousands of JUST hygiene products to the refugees in the border areas of Ukraine.

**The topics of “purpose” and “sustainability” are becoming increasingly important – and we at JUST have always focused on these issues with conviction.** In recent years we have invested in additional projects in these areas, for example with regard to how we select our ingredients, choose our suppliers and also design our packaging. You can rest assured that we are constantly driving the topic of sustainability forwards. Because we feel responsible towards our consultants, our consumers and, above all, to future generations.





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# About JUST

**We are at the side of our customers to personally help them find health, beauty and a feeling of well-being.**

The following has been true for more than 90 years – only the best comes from JUST.

Then as now, experience in the use of traditional medicinal herbs and personal advice in direct sales are the foundation of JUST's unique history as a Swiss family business. When the company was founded in 1930, Ulrich Jüstrich already knew that high product quality and responsible product advice and consultations would guarantee its success.

Faultless quality, direct contact with the customer, innovation and sustainability are among the most important values that are carefully preserved and passed on from generation to generation at JUST, a traditional Swiss company.

All this is combined in the diverse range of over 150 products for health, beauty and well-being that are developed in the company's own laboratory. Everything is taken care of from the cultivation of the plants through to individual customer consultations.



# What we stand for



SWITZERLAND

PLANT EXPERTISE



PERSONAL ADVICE



## Appenzell herbal power for the whole world

JUST focuses closely on the needs of its customers, and for this reason its success story is based on its direct sales structure. This is why the personal relationship from person to person, in the customer's home, plays a central role.

A few years after its foundation, 100 sales consultants in Switzerland were already maintaining close contact with their customers. Today the company's products and the knowledge of their quality and effectiveness are shared by over 120,000 JUST consultants in over 30 countries around the world.

"Thanks to our many years of botanical knowledge and personal advice in direct sales, we are at the side of our customers around the world on their journey to health, beauty and well-being," emphasise Hansueli and Marcel Jüstrich, the third-generation owners.

This direct contact with loyal customers not only makes JUST a trustworthy, approachable company, but also a valued and fair employer that always really cares about the well-being of people and maintaining an intact natural environment.



### Europe

- Belgium
- Germany
- Estonia
- France
- Italy
- Croatia
- Latvia
- Lithuania
- Luxembourg
- Netherlands
- Austria
- Poland
- Switzerland
- Slovakia
- Slovenia
- Spain
- Czech Republic
- Ukraine
- Hungary

### South, Central and North America

- Argentina
- Chile
- Costa Rica
- Colombia
- Mexico
- Panama
- Peru
- Uruguay
- USA

### Asia

- Australia
- Kazakhstan
- Malaysia
- Singapore
- South Korea



**What sustainability  
means to JUST**

Sustainability:  
“A perfect symbiosis of human,  
ecological and economic aspects”



## Our path to sustainable NATURAL WELL-BEING

Since its foundation, sustainable management has been an essential part of JUST's corporate culture. We do not regard sustainability as a single action, but as a process that requires constant work and learning.

As a progressive company committed to our natural environment, JUST attaches great importance to treating people and nature with respect. Plants are our heroes. For JUST, the riches of the herbal and plant world are the source and inspiration for product development. We pay particular attention to the selection of raw materials. In doing so, we maintain long-standing partnerships and focus on fair trade.



Employee commitment



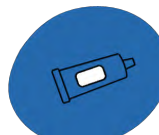
Technologies that are geared to the future



Products from sustainable raw materials



Long-term supplier relationships



Improvement of ecological & economic efficiency

### “Plants are experts in sustainability”

**“No chemist, no matter how well trained, could produce the variety and complexity of active ingredients in the laboratory that we find in plants. This is why an intact environment with its plant diversity is essential for the continued existence of the company.”**

*Dr Christel Adomat, JUST Head of Product Innovation – R&D*





# JUSTAINABILITY



The word "Justainability" is a combination of the company name "JUST" and the English word sustainability". Justainability, JUST's general term for sustainability, strives towards achieving an optimal balance between the environment, people and the economy.

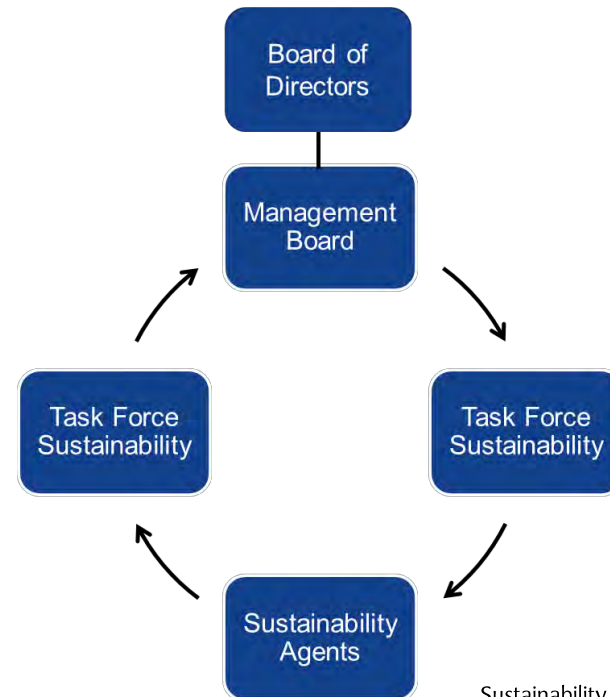
Justainability means carefully weighing up all aspects of activities to protect nature, enhance the well-being of people and at the same time achieve long-term economic success.

At JUST a sustainability management team takes care of sustainable processes, projects and their communication.

The sustainability management team is made up of four different bodies. The Directors and Management Board are the highest authority, the decision-making

level, and are informed by the Task Force about projects and sustainable ideas and also involved in decision-making processes.

The "Sustainability Agents" are the next level and are therefore essential for bringing forward ideas and implementing them in day-to-day business operations.



Sustainability management model

# Areas of the sustainability strategy

JUST's sustainability strategy focuses on three key areas over which the company has direct control:

*Energy & resources, plant ingredients and packaging. JUST regards these three areas as having the greatest potential for improved sustainability.*

In addition to the fundamental pillars of the sustainability strategy, JUST strives to drive forward other areas. Additional activities and

projects related to nature, people and employees are consciously pursued. This is in keeping with JUST's deeply rooted corporate philosophy.



**Energy & resources**  
Improving energy and resource efficiency and replacing high-level CO<sub>2</sub> energy sources with renewable energy or low CO<sub>2</sub> alternatives.



**Ingredients/plants**  
Use of natural and respectfully cultivated raw plant materials – selective direct purchasing from producers organised in a partner network.



**Packaging**  
Using fewer materials and recycled and recyclable materials, taking product safety aspects into account. Closed material cycles are to be aimed for.



**People & nature**  
Direct support of projects for people and nature that are close to the core values of JUST. Integration of Just's active commitment into corporate communications.









**Employees**  
Creating family-friendly work structures and regulations with flexible times and workplace arrangements (depending on individual functions). Promoting individuals both professionally and personally.

**Energy & resources**



## Energy & resources


| Environmental figures   | 2020  | 2021  | 2022  | Trend  |
|---|-------|-------|-------|--|
| <b>Total energy consumption GJ per tonne of bulk product</b>                              | 7.97  | 9.68  | 9.07  |  |
| <b>Of which company-generated energy with heat recovery/solar cells/geothermal probes</b> | 28.6% | 31.2% | 28.0% |  |
| <b>Photovoltaic system MWh</b>  | 281.9 | 236.5 | 236.9 |  |
| <b>Tonnes of CO<sub>2</sub> from energy consumption per tonne of bulk product</b>         | 0246  | 0293  | 0287  |  |
| <b>Waste recycling rate</b>   | 55.2% | 52.7% | 59%   |  |
| <b>Water consumption m3 per tonne of bulk product</b>                                     | 4.21  | 5.02  | 5.46  |  |

### Energy

The Generations Building and the office building in Walzenhausen are 100% powered by electricity generated by hydroelectric systems. Energy consumption per tonne of produced bulk goods\* has settled exactly at the average value of the last years. As the amount of bulk goods produced declined in 2022, absolute energy consumption was lower and is therefore 5.3% below the five-year average.

As a result, the CO<sub>2</sub> footprint of energy used per tonne of bulk goods produced has decreased slightly in comparison to the previous year.

\*Bulk goods: Refers to the non-packaged product before filling

 **ELECTRICITY**  
**100%**  
**FROM RENEWABLE SOURCES**

### Geothermal probes and heat recovery

The Generations Building, our modern production facility in Walzenhausen, is supplied with energy from 23 geothermal probes installed at a depth of 200 metres. They provide the required energy for heating in winter and cooling in summer.

Our machines generate waste heat during production. The energy from the waste heat is fed into a heat recovery system and reused, for example, for heating the office premises. In 2022, waste heat from production and geothermal probes was able to cover 78% of the energy demand for heating the offices.

The geothermal probes and heat recovery system saved 312 tonnes of CO<sub>2</sub> emissions in comparison to conventional natural gas systems.

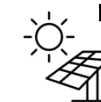


**BUILDING CLIMATISATION**  
**78%**

**USING RECOVERED WASTE HEAT FROM PRODUCTION AND GEOTHERMAL PROBES**

### Photovoltaic systems

The photovoltaic systems in Walzenhausen and Rheineck supplied the same amount of electricity as in the previous year. The relatively low yield in both years is due to the low number of sunny days.



**PHOTOVOLTAIC SYSTEMS PRODUCE**  
**19%**

**OF THE REQUIRED ELECTRICITY**

## Energy & resources

### Water

Absolute water consumption has risen by 7% compared to the average of the last three years. The production of smaller quantities has resulted in proportionally higher water consumption per bulk unit.

When cleaning the production facilities after bulk manufacturing, JUST strives to meet all legal requirements and conditions in the most environmentally friendly way possible. For example, after the production of creams or other products containing fat, all fats are separated by the fat separator during internal wastewater treatment. Heavily soiled water from the first rinsing cycle is collected in separate tanks. These are regularly supplied to biogas production facilities.

A rain tank with a capacity of 25,000 litres ensures irrigation of the green roof of the Generations Building, the herb garden and the terrace.

### Waste

The total volume of waste is around 4% below the long-term average of previous years. A positive development is that the increase in waste that could be recycled is + 6.3% in total, which means that the proportion of recycled waste is now 59%.



**59%**

**OF WASTE WAS RECYCLED**



**LED LAMPS USED BY  
JUST SAVE**

**40%**

**ELECTRICAL ENERGY IN  
COMPARISON WITH  
CONVENTIONAL LAMPS**



Generations Building 2016

# Ingredients/plants

## Ingredients

Carefully developed and manufactured in Walzenhausen, all JUST products comply with strict Swissness legislation and can therefore be marked with both the Swiss cross label and the indication of origin "Made in Switzerland". For the Appenzell-based family business, this is just as normal as the selection of the best raw materials for the maximum effectiveness of its products.

The extensive knowledge of plants and their effects enables us to select the right extraction process to obtain the right plant ingredients in high concentrations. In this way, the active ingredients derived from nature are optimally extracted so that their full effectiveness can later unfold on the skin. Specification of the individual raw materials is a very challenging task. It is necessary to select the best plants from the wide variety of effective plant species and to assess the extensive range of geographical origins available on the market. Product developers base the selection on the criteria of origin, safety, efficacy, uniqueness, useful-

ness, sensory capabilities and the chemical-physical and microbiological stability.

With the exception of waxes, lanolin, honey and milk, JUST does not use any animal ingredients.

When selecting raw plant materials, in addition to quality, regionality is also taken into account. For this reason, whenever possible, and if available in the required quality and quantity, we source them from Switzerland or other countries nearby. It is crucial that nature is not ruthlessly exploited for our raw materials, but that biodiversity and a sustainable supply chain are maintained in the long term.



**MORE THAN  
180**

**BOTANICAL INGREDIENTS  
IN JUST PRODUCTS**



## Ingredients

### Examples

#### Edelweiss from Valais

Edelweiss, the native medicinal plant for our JUST products, is cultivated in Valais (CH) at an altitude of 1,200 metres above sea level. Edelweiss is planted, cultivated and harvested in compliance with the BioSuisse guidelines, without the use of synthetic fertilisers and with measures to protect Alpine biodiversity.

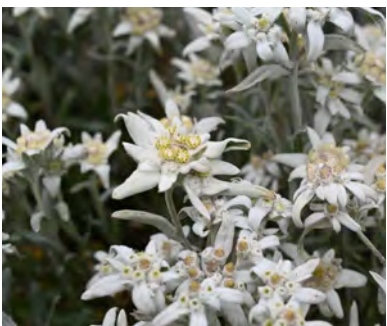
Edelweiss needs the right location and altitude to optimally grow. At too low an altitude, the plant can synthesise fewer active substances,

as it is hardly exposed to extreme environmental conditions. At too high altitudes, on the other hand, the season is too short and the plant does not have the opportunity to develop its active ingredients in an optimum way.



**EDELWEISS**  
**1,200 KG**

**FAIRTRADE & ORGANIC**  
**FROM VALAIS (CH)**



#### Mallow from Kosovo

For the production of the Mallow care range, JUST uses an extract produced in Switzerland from organically cultivated plants in Kosovo. The flowers of *Malva sylvestris* used in the JUST Mallow range are grown specifically for JUST in the hills of Kosovo. JUST's cooperation partner is a leading agricultural company specialising in the cultivation, collection, production and processing of medicinal and aromatic plant preparations.

The cultivation of the plants on an area of 270 hectares ensures a stable income for local workers. Cultivation and management are certified according to good agricultural practice and are entirely organic.



**MALLOW PICKED**  
**BY HAND**

**100%**

**FAIRTRADE & ORGANIC**  
**FROM KOSOVO**



## Ingredients

### JUST Origin

On the one hand the company wants to offer transparency with regard to the countries of origin of the herbal raw materials and on the other it is striving for in-depth knowledge of the herbal ingredients, their effects and the best extraction processes.

The "JUST Origin" project focuses precisely on these aspects and is managed by the Research and Development department. The company attaches great importance to this when selecting raw material suppliers.

### Cooperation with ZHAW

Not all plant extracts are the same; cultivation, origin and extraction process have a great influence on the quality. For this reason JUST's research and development team studies numerous extracts to select those with the highest efficacy for the respective application. Together with the expert Samuel Peter, head of the plant analysis laboratory at

the Zurich University of Applied Sciences (ZHAW), the secret of the composition and quantity of plant substances in different extracts can be revealed. This allows us to find the most valuable extract for our application.

JUST began collaborating with the ZHAW in 2021. The students in the biotechnology faculty support the "JUST Origin" project by analysing and testing which plants provide the highest amount of important active substances. In this way the university makes an important contribution to the effectiveness and quality of the end products.

Zürcher Hochschule  
für Angewandte Wissenschaften



# Packaging



**CALENDULI O. BICINALIS**  
Die Calendula ist eine der ältesten Heilpflanzen der Welt. Sie wird seit Jahrhunderten für ihre entzündungshemmenden und wundheilenden Eigenschaften genutzt. In der Naturmedizin wird sie häufig bei Hauterkrankungen wie Ekzemen und Psoriasis eingesetzt. Die Calendula ist auch ein wichtiger Bestandteil vieler Kosmetik- und Wellness-Produkte.

**FÜR EIN BEZAUBERND NÄTURLICHES LÄCHELN**  
Mit der neuen Formel von Just Zahnpasta für Kinder, die mit natürlichen Inhaltsstoffen wie Pfefferminze und Vanille aromatisiert ist, können Eltern sicher sein, dass ihre Kinder eine gesunde Zahnpflege genießen. Die Zahnpasta ist auch für Erwachsene geeignet, die eine natürliche Zahnpflege bevorzugen.



## Packaging

### The right packaging for every content

The packaging contributes significantly to the high JUST quality— it protects the product against contamination, light and oxygen and therefore optimally maintains the quality of the packaged goods during storage, transport and use. For this reason we at JUST evaluate the advantages and disadvantages of different types of packaging materials for each new product.

JUST uses packaging made of various materials, with around 34% of the most popular products sold in aluminium tubes, 14% in glass containers and the rest in packaging made of various types of plastic. Testing of the iconic Just PE bottle by the independent institute Interseroh in 2021 revealed a very good recyclability score of 19 out of 20 points. JUST can therefore already report today that 2/3 of its packaging is recyclable and can be returned to the raw material cycle if disposed of appropriately.

Every JUST product is supplied in tamper-evident packaging so we can guarantee that our customers are the first to open the product. At JUST we also test all packaging for its functionality. It should be ideal for the product and most effective for dispensing and application of the product for the customer. This means that it should be easy to open, enable best possible dosage, it must be easy to hold and be able to be emptied with as little residue as possible. With concentrated products, JUST focuses on ensuring that the product and its packaging last.

JUST is always looking for new packaging solutions to keep the ecological footprint as small as possible in the future.



**JUST bottle  
Made for  
Recycling**

### Four principles of the packaging policy



**Reduce**

Reduction in material consumption



**Replace**

Replacing packaging materials with more sustainable alternatives



**Recycled material**

Use of recycled material



**Recyclable**

Recyclability of packaging

When it comes to packaging, JUST focuses on minimising the use of materials and using recycled materials in accordance with product-specific requirements and recyclability.

The overarching goal is a closed material cycle, which can be achieved by taking into account the parameters Reduce, Replace (with more sustainable alternatives or recycled material) and Recycle.

## Packaging

### Example – Reduce



#### ROLL-ON DEO

The roll-on deodorants have been converted from a full sphere to a hollow sphere. This means that there has been a change from solid balls, which were made of plastic both inside and out, to ones that are hollow on the inside. This change makes it possible to save around 5.2 tonnes of plastic per year.



#### HERBAL CREAMS

The aluminium tubes of the herbal creams were already optimised in 2011. The aluminium tube has been shortened with the same content. This design optimisation can save approx. 2.5 tonnes of aluminium per year.



#### PACKAGING

The use of existing packaging for several products or new product developments offers both ecological and economic advantages. The option of applying suitable labels to existing packaging means that packaging does not have to be disposed of when product demand is low.



#### FOLDED BOXES AND PACKAGE INSERTS

are chosen with care.

Package inserts are only used if there is not enough space on the product itself for relevant and legally required information.

An information label is double-layered and can often replace the package insert and the folded box.



# Packaging

## Example – Replace



Replace

### PAPER

Since 2020 JUST has only used paper from sustainable forestry sources:

- Office supplies
- Advertising material: Catalogues, flyers, posters, shipping boxes
- Package insert



### RECYCLED PLASTIC

Since 2022 we have been using packaging with recycled plastic content for new developments wherever this is possible within the framework of product safety regulations. This means that new plastic – virgin material – can be saved and used again.

### FOLDED BOXES

Folded boxes come from sustainable forestry sources and are purchased locally in Switzerland and Austria.



## Packaging

Example – Recycled material



### GLASS PACKAGING

JUST packages highly concentrated products in glass. When we use glass, we only use amber glass, which consists of 70% recycled glass and ideally protects the product against external effects.



### ALUMINIUM

The JUST aluminium tubes are made from 40% PIR material, which stands for "post industrial recycling material". This means that pure, high-quality aluminium left over from stamping residues in industrial plants, for example, is reused.



## Packaging

Example – Recycle



### JUST BOTTLE

The JUST bottle, including lid and label, is very easy to recycle. In 2021, it was given the rating "VERY GOOD" for its recyclability by the environmental service provider Interseroh Holding GmbH & Co KG.



**Certificate**  
Made for Recycling

JUST International AG

We hereby confirm the recyclability of the following packaging:  
JUST Bottle, 250ml

**Just**<sup>+</sup>

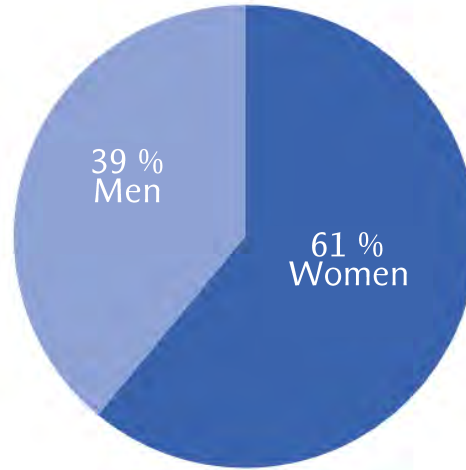
ORIGINAL - SINCE 1930



**Employees**

# Employees

In 2022 a total of 164 employees were working at the company's headquarters in Walzenhausen and in the warehouse in Rheineck.



## Top employer in Switzerland

JUST achieved a very good result in the largest employee survey in Switzerland and the Principality of Liechtenstein and reached 7th place in the 100-249 employee category of the Swiss Employer Award 2021.

Our employees rated their employer with a sensational response rate of 91%. The assessment was above average in the following areas:

- Our employees have a strong sense of belonging within the company
- Our employees rate our company as a very attractive employer
- Our employees have a high level of satisfaction with their work, their working environment and their managers





# Employees

## Remote working

During the COVID 19 epidemic many people started working from home and this is now an integral part of the company policy for six days a month.

In addition to the positive effect on job satisfaction and the work-life balance of employees, working from home at JUST also helps to reduce the CO<sub>2</sub> footprint of each individual.

In 2022 remote working saved approximately 19 tonnes of CO<sub>2</sub>.<sup>1</sup> JUST employees saved an astonishing 58,206 commuting kilometres in 2022 by working from home. This corresponds to about 1.5 times the distance around the world, which is about 40,000 kilometres.



**Approx. 19 tonnes of CO<sub>2</sub> saved by remote working per year**

## Inside JUST

All 120,000 JUST consultants know our products very well and sell our Swiss herbal power all over the world. But what about the employees at the company headquarters in Walzenhausen and Rheineck? Every employee makes a valuable contribution to the creation and production of our products. At each stage of production our employees have different degrees of direct contact with the JUST products. This means that the level of product knowledge of our employees varies. For this reason JUST invited all employees to the "INSIDE JUST" event.

There were over eight presentations spread over several groups in which the Marketing, Product Management and Research & Development departments presented the latest products in a creative, interactive and entertaining way. The event was so well received that "INSIDE JUST" will now be held regularly as an annual event for all employees.



Sources: <sup>1</sup>[https://co2.myclimate.org/de/car\\_calculators/new](https://co2.myclimate.org/de/car_calculators/new)

# Employees

## Company outing to Verona

Every three years the company owners invite all JUST employees to a large-scale company outing.

This year's trip took the entire workforce to Verona for three eventful days. This trip offered us a perfect opportunity to get to know our long-standing sales partner Just Italia S.p.a. better.

We had a very well-filled schedule. Alongside the free time available in the city of Romeo & Juliet, we spent many hours together – also on a guided tour of the city and enjoying

culinary highlights with the most delicious Italian specialities in typical Veronese restaurants.

At the end of the trip everyone agreed:

JUST is a great team.



**People & nature**  
**WeCare**



# People & nature

## WeCare



WeCare stands for JUST's values which focus on the well-being of people and nature.

Corporate social responsibility is an important element of our company culture, because at JUST we focus on people and nature. The pandemic has meant that even more people are in need of help. JUST has supported various projects and shown its commitment.

## Race for Life

The Race for Life event took place on 11 September 2022, and JUST was once more represented. Since it was founded in 2010, the charity cycling marathon Race for Life has focused on the pursuit of a fulfilled

life, the preservation of health and a future worth living with cancer. In addition, the organisation uses the donations it collects to help people affected by cancer and supports important cancer research projects in Switzerland.



## Haus im Ruthen

In the pre-Christmas period JUST helped the "Haus im Ruthen" with its Christmas bazaar. The residents were very creative and made a varied assortment of home-made gifts ranging from colourfully decorated cards, cuddly toys and knitted socks to home-made elderflower syrup – visitors were spoilt for choice! The hand-made products were displayed and offered for sale in the JUST World.

## Promoting education in the field of biodiversity

JUST is actively committed to the preservation of biodiversity and supports educational initiatives for environmentally aware activities. Since 2020 JUST has donated a five-figure sum to the school in Walzenhausen every year to support biodiversity projects. The donation helps to raise awareness of the diversity of our natural environment and enables pupils to become involved in projects that have a positive impact on the environment.

With this commitment JUST demonstrates how companies can aid nature conservation with their financial support and at the same time help convey an awareness of sustainability to future generations.





## JUST Summer Edition 2022

Within the framework of WeCare, in 2022 JUST also worked in partnership with an organic family business from Appenzell. The aim is to promote sustainable and regional herb cultivation.

This unusual form of collaboration was again fruitful for the 2022 summer edition with three different types of mint. When cultivating, caring for and harvesting the limited summer editions, a great deal of attention is paid to biodiversity and the

preservation of the Appenzell herb tradition. The plants are grown and cultivated to Swiss organic quality standards and certified in accordance with the Bio Suisse "Bud" guidelines.

With this extraordinary partnership, every year we succeed in showing the world a very special part of Appenzell's homeland with the highest feel-good factor.

## Biodiversity Project

There's something special happening at our headquarters in Walzenhausen! This much can be revealed: It is a biodiversity project with a learning and positive effect for young and old.

As a company committed to sustainability, it is particularly important for JUST to protect and conserve our natural environment. This is why we want to stand up for biodiversity – because nature is our greatest treasure!



## People & nature



### WeCare JUST Winter Edition 2022

The use of shea butter in the 2022 Winter Promotion Body Butter supports sustainable cultivation and fair trade in Africa.

JUST is committed to people and nature – all raw materials used at JUST are carefully monitored from the source to the finished product. In addition to quality, the origin and social conditions are always very important. With this raw material JUST focuses on supporting this important source of income for women in Africa.



### Winter Edition Gift Pack 2022

When creating the packaging of the Winter Edition, JUST collaborated closely with the company Obvita.

Obvita in St. Gallen is a contact point for young and adult people with different support needs. With great care and a touch of warmth, the Winter Edition gift box is hand-wrapped at Obvita by people with disabilities.





# Further milestones

## Further milestones

### In 2022 JUST joined the "Eco Beauty Score" Consortium

Consumers are demanding more transparency with regard to the origin and environmental impact of products. The increase in "green labels" for bodycare products means that consumers expect more from brands. Legislators are also exerting pressure to make the environmental compatibility of a product more transparent.

For this reason 36 cosmetics and bodycare companies and professional associations have joined forces to establish the "Eco Beauty Score" Consortium to develop a cross-industry environmental impact assessment and rating system for cosmetic products. The aim of the "Eco Beauty Score" consortium is to give consumers the opportunity to make sustainable purchasing decisions on the basis of a rating and points system.

For JUST, being a member of the "Eco Beauty Score" consortium is an important milestone in acting in a

scientifically sound and customer-relevant manner with regard to sustainability.

As a member of the consortium we have the opportunity to gain an early insight into developments in the field of sustainability in the cosmetics industry and to help shape them. This enables us to actively monitor future challenges in the field of sustainability and become involved in defining important parameters for the development, manufacture and use of cosmetic products.



### ISO certifications

A sustainable approach to nature and the environment is a matter close to JUST's heart. To ensure that this is impartially supervised, we have our environmental management system audited and ISO certified by an official body.

#### ISO 14001:2015

Environmental management system

#### ISO 9001:2015

Quality management system

#### ISO 22716:2007

Cosmetics – Good Manufacturing Practices (GMP)





## Further milestones

### Online convention and newsletter successfully launched

In 2022, two new communication formats were launched for JUST general agents: The "Natural Wellbeing Convention" and the "Inside JUST Newsletter".

In 2022 the three-monthly "Natural Wellbeing Convention" was organised for the first time. The online convention serves as a platform for the presentation of new products by product managers and developers. This gives general agents and employees around the world first-hand

information on the latest product developments and on topics such as sustainability and events in the JUST family. After each convention, a newsletter is sent out with all the information that was presented. The new communication channels ensure the exchange of information without having to travel or send paper documents.

### Increased social media communication

In 2022 there were a larger number of posts on JUST's social media channels related to the topic of sustainability under the key term JUSTainability. The company is aware of the relevance of the topic and also wants to communicate openly and transparently online about sustainability at JUST.

### COSMETICS GUIDELINE

In addition to the basics such as "What are cosmetics", "What requirements apply to cosmetic products" or "What does Made in Switzerland stand for?", you can find out which criteria and regulations apply to "Ingredients" and how ingredients are selected at JUST. We provide an insight into product development and quality assurance. This in-house encyclopaedia allows not only an interesting glimpse behind the JUST scenes, it also enables you to advise JUST customers in a selective manner geared to their requirements. This dynamic document is regularly updated to reflect the latest legal regulations and research findings so that we and our customers can always be brought up to date with the current state of scientific knowledge.



## Further milestones

### Visit from JUST countries

The summer months of 2022 were very eventful. JUST consultants from all over the world came to visit us. These occasions gave us a great deal of pleasure, but also demanded a lot of commitment and flexibility. Our staff have worked incredibly hard to make the last few weeks unforgettable for our visitors.

### Representatives from a total of 21 different JUST countries visited us in 2022.

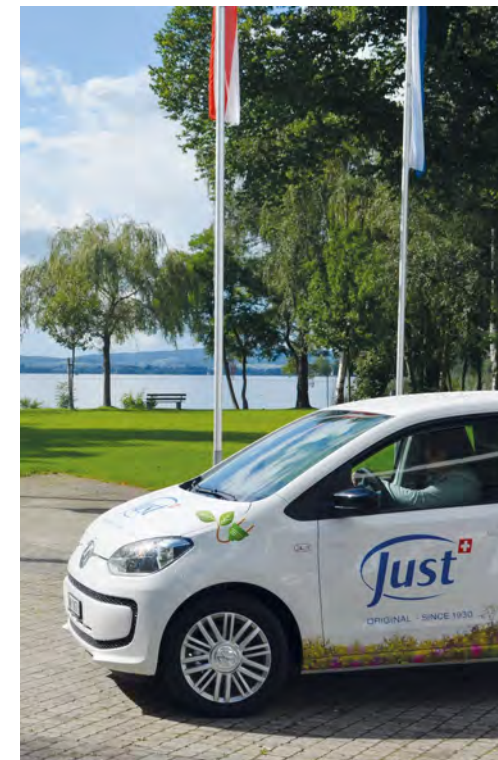
For many it was their first visit to JUST in Switzerland, while others were pleased to come to JUST again. The JUST World, which opened in 2021, was a highlight for many visitors. The same applies to the visit to the fields of JUST's cultivation partner in Appenzell.

### High-bay warehouse

The capacity of the JUST warehouse in Rheineck is insufficient for the upcoming needs of the company. A decision was therefore made to invest in the future and build a new high-bay warehouse. The focus of the new building is on functionality and modernisation and it has high sustainability standards. During planning a great deal of emphasis was placed on the use of sustainable construction materials. The new high-bay warehouse will be supplied with 100% renewable energy and will also be equipped with photovoltaic systems on the roof and the façade. Construction is due to start in 2023.

### JUST vehicle fleet

An important management decision for continuous improvement of our CO<sub>2</sub> footprint is to convert all company vehicles in Switzerland to electrically powered systems in the future.



# Review of 2022

## Review of 2022 in numbers

- 4 Natural Wellbeing Conventions
- 10 years – Panama
- 20 years – USA
- 21 national delegations visited Walzenhausen
- 25 product presentations
- 25 years – Hungary
- 30 years – Mexico, Czech Republic & Slovakia
- 35 years – Argentina
- 60th birthday celebration for Hansueli Jüstrich (11/2022)
- 90th birthday celebration of Ernst Jüstrich (07/2022)



# Outlook 2023

Striving for continuous improvement is one of JUST’s central areas of focus. With many new approaches, ideas and projects we are moving step by step towards sustainable solutions. We always attach the greatest importance to the effectiveness of our products and absolute customer satisfaction.

Next year our employees will be increasingly involved in the topic of sustainability, JUSTainability. The

topic is actively reported on at employee events.

In the autumn of 2023 the new facial care range will be launched in packaging with recycled content.

JUST will continue to strengthen its commitment to a sustainable future and continuously improve its responsibility towards people and the environment.



## Sources

### Information:

JUST 2022 Management Report

[https://co2.myclimate.org/de/car\\_calculators/new](https://co2.myclimate.org/de/car_calculators/new)

### Images:

JUST Library

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**Walzenhausen, May 2023.**

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# **JUSTAINABILITY**

## **Sustainability Report 2022**