



Letter from CEO

With the economy recovering from the pandemic after two years, Concept 4 continues to commit to our sustainability goals that align with the principles of the United Nations Global Compact (UNGC). Our aim is to become the leading sustainable solutions supplier in the cosmetic and fashion accessories industry, with a focus on lowering our environmental impact, creating a safe and healthy workplace, and striving for the highest quality in our products. In our people-oriented business model, we deliver these values, benefiting not only our colleagues but also other stakeholders in the world who work with us along the supply chain.

Climate change is undeniably a significant risk to our community and our business, especially as extreme weather events and rising temperatures have caused disruptions in manufacturing and logistics. As a responsible SME company based in Hong Kong with operations in the mainland China and abroad, we have a duty to follow and align with The Business Ambition for 1.5 Campaign by the UN Global Compact. Hence, we make continual efforts to reduce our environmental impact on emissions, water, and waste by improving the efficiency of our consumption, sourcing with a sustainability mindset, and investing in renewable energy sources. We are constantly exploring innovative solutions that enable us to create more sustainable product lines and reduce our environmental footprint. This year, in addition to regularly monitoring our scope 1 and 2 emissions with certified independent verification, we have also completed our first full mapping analysis for our scope 3 greenhouse gas emissions, following the GHG Protocol for our corporate carbon accounting and reporting emissions along our supply chain. Looking ahead, we have already proceed to attain B Corp Certification, measure and manage our environmental impacts and performance through active participation in CDP's climate change questionnaires. In addition, we are waiting Science Based Target Initiative (SBTi) to validate for our commitment to emission reduction targets by 2023..

We position ourselves as change facilitators, working closely with our stakeholders to achieve mutual benefits to the community. We believe in respecting the rights of all stakeholders, promoting ethical business practices, and supporting our customers in achieving their sustainability goals, particularly by embracing labor rights and safety, diversity, equity, inclusivity, and zero-tolerance for bribery and corruption along our value chain. Our recent achievements in the realm of information security, anti-bribery management, and our ongoing commitment to occupational health and safety from the attainment of ISO 27001 and ISO 37001 clearly demonstrate our dedication and practices to maintaining robust information security and combating bribery and corruption and providing a safe and healthy working environment for our employees by attaining ISO 45001 certifications. A fair and respectful working environment improves employees' health and well-being. We view these certifications as testimonies to our ongoing pursuit of excellence and our unwavering commitment to providing outstanding products/services to our customers. Through collaboration with our partners, we can create tremendous value for them and build a more resilient, sustainable future for all.

We are constantly gaining valuable knowledge and insights that can help us revise our sustainability approach and try out game-changing actions. We remain motivated to advance sustainability throughout our business and value chain by pursuing better performance in our ESG pledges and comprehensively implementing our purpose-driven, sustainability strategy. Our recent membership upgrade to SEDEX AB grading reflects our continued commitment to ethical and responsible business practices, supply chain transparency, and sustainable operations. Our commitment to sustainability remains steadfast, and we will continue navigating our journey with the goal of making a positive impact on people and the planet.

A handwritten signature in blue ink, appearing to read 'Pascal Vieilvoye', written over a light blue circular background.

Pascal Vieilvoye
CEO, Concept 4 Ltd.

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