



2022 SUSTAINABILITY REPORT



Biokosmes SRL

Via Dei Livelli, 1 - Bosisio Parini
Lecco, Italia
+39 031 3581085
biokosmes@biokosmes.it
www.biokosmes.it

Venture Life Group PLC

12 The Courtyard, Eastern Road, Bracknell,
Berkshire, RG12 2XB, UK
+44 1344 578004
info@venture-life.com
www.venture-life.com

TABLE OF CONTENTS

03	Company's profile
06	Our history
07	Sustainability
08	Priority SDGs
09	SDG 7
10	SDG 8
12	SDG 9
14	SDG 12
15	SDG 13
16	SDG 14
17	What's next
18	Conclusions

COMPANY'S PROFILE



Biokosmes was founded in 1983 as a small galenic laboratory, in the back of one of the most famous pharmacies of Lecco.

Starting from the 90s, it became a large-scale manufacturing company, consolidating its role of primary importance in the Italian pharmaceutical landscape in a short time. In 2014, it merged with one of its most dynamic British customers, creating the Venture Life Group, listed on the London Stock Exchange (AIM market).

Over the years Biokosmes has been implementing and increasing its skills and capabilities, supporting its Partners in the development of new concepts, both in terms of formulation and marketing. As a direct result, today we have a solid pipeline of cosmetics and medical devices in different therapeutic areas, ready to be offered in Private Label to our Partners.





Currently, with our expertise and supported by the several quality certifications acquired over the years, we serve more than **70 Customers worldwide**, including:



Certificato UNI EN ISO 9001:2015 N° 50 100 7070 rilasciato da TÜV SÜD Italia.



Certificato GMP rilasciato da FDA Koreano (Daejeon Regional Food & Drug Administration and Korea Testing & Research Institute) per la produzione di Dispositivi Medici



Certificato ISO 13485:2016 N° Q5 063353 0009 rilasciato da TÜV SÜD Italia. (ENG)



Sito produttivo registrato FDA (Food and Drug Administration), registrazione N° 3005488444 per la produzione di diversi dispositivi medici. (NTO)



Certificato ISO 22716:2008 rilasciato da TÜV SÜD Italia.



Sito produttivo registrato FDA (Food and Drug Administration), registrazione N° 3005488444 per la produzione di diversi dispositivi medici. (MGQ)



Certificato MDSAP N° QS6 063353 0010 rilasciato da TÜV SÜD America.



Sito produttivo registrato FDA (Food and Drug Administration), registrazione N° 3005488444 per la produzione di diversi dispositivi medici. (FRO)



Certificazione del sito produttivo N° 03733C01 presso il Ministero della sanità degli Emirati Arabi Uniti per la produzione di prodotti GSL.



Certificazione Halal rilasciata da World Halal Authority - WHA.

More recently, the Venture Life Group has acquired a **new manufacturing site**, expanding the Group's production capacity in terms of potential capability and volumes.



The Rolf Kullgren production site (**Gnesta, Sweden**) is equipped to produce pharmaceutical products, medical devices and dermocosmetics in single-dose tube with cannula with a very high efficiency and effectiveness. The production lines guarantee speed (270 tubes per minute) and valuable flexibility, ensuring our Customers the highest quality standards, thanks to the quality certifications acquired, including GMPs, ISO 13485 and 510K-Approved.



OUR HISTORY

1983

The beginning of the Company

Biokosmes was founded by Dr. Braguti. From a galenic laboratory in the back of the family pharmacy, it soon became a pure toll manufacturing company, consolidating itself in the pharmaceutical field.

2014-2021

Development and acquisitions

Following the merger, the Group began to expand, acquiring brands and companies over the years. Among others, several acquisitions in oral care and dermatology and an additional production facility in Sweden.

2022

Creation of ESG Team

Biokosmes established a team of people dedicated to the implementation of ESG projects within the company.

2014

Group's foundation

Biokosmes merged with one of its most dynamic English customers, creating the Venture Life Group, listed on the London Stock Exchange (AIM market).

2018

Biokosmes' sustainability

Biokosmes started promoting sustainable topics and projects among company's people, and in 2022 it established a team of people dedicated to the implementation of ESG projects within the company.

SUSTAINABILITY



Biokosmes ESG Team

EVERY INDIVIDUAL HAS THE POWER TO MAKE THE WORLD A BETTER PLACE. THAT'S WHY, HERE IN BOKOSMES, SUSTAINABILITY HAS ALWAYS BEEN A TOP PRIORITY.

The world is the one thing that we all have in common: nowadays sustainability should be a way of living, and each one of us must make its part in raising awareness and set out an example to future generations.

Therefore, sustainable development must be actively incorporated and promoted by companies and corporations to make everyone's tomorrow the most sustainable. Biokosmes is aligned with the strategic needs and expectations of our customers and our investors in terms of sustainability, which is now part of our culture. Each day we aim to leave a better day than yesterday, respecting our planet and its needs.

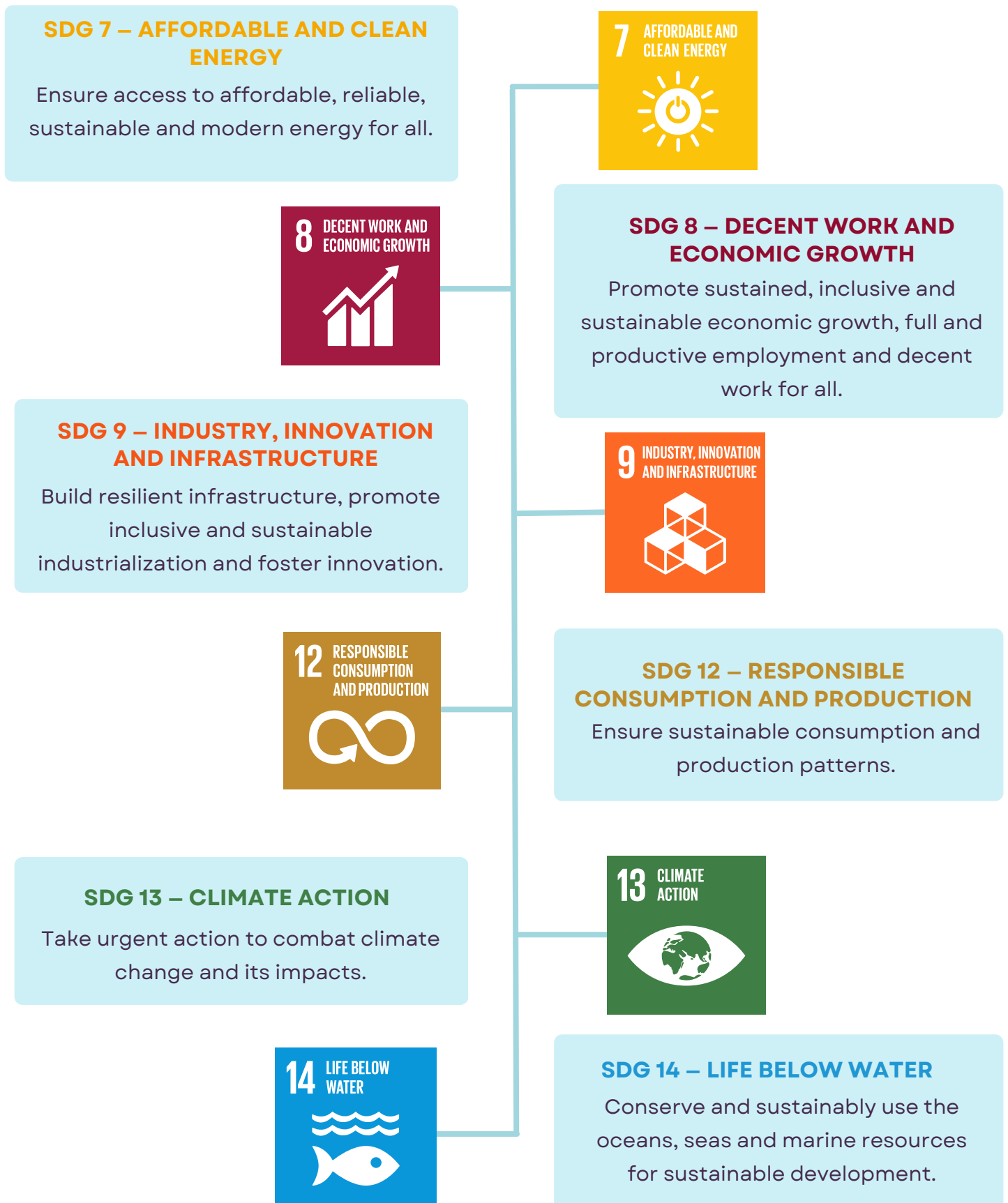
In 2022, we focused on some SDGs more than others, trying to align our working environment to the greenest solution possible.

In detail:

SDG 7, SDG 8, SDG 9, SDG 12, SDG 13, SDG 14

PRIORITY SDGS

The 17 SDGs dictated by the UN agenda describe the goal to be achieved. Biokosmes has identified which of them are most relevant to its business. This report shows the result of the development activities brought to the organization by the ESG Team.



7 ENERGIA PULITA
E ACCESSIBILE



Ensure access to affordable, reliable, sustainable and modern energy for all.



20%

of the energy used in the production plant came from the company's photovoltaic system.

Establishment of an ESG Group, with

48 hours

spent on training courses.





Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Achievement of the **second level of the national contract**, which provides our employees with more opportunities and improvement of existing bonuses.

Improvement of **ESG-themed communications** to external and internal stakeholders.

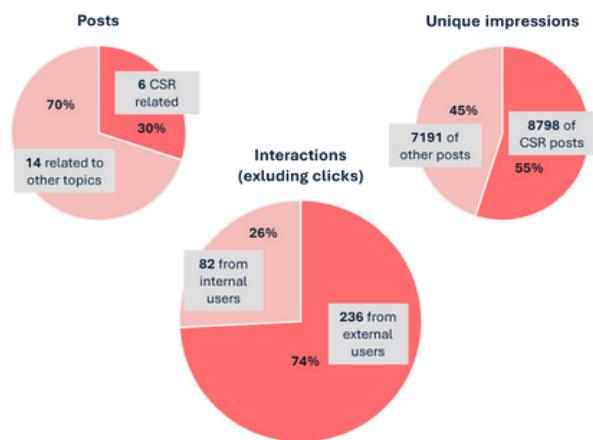
Internal

We created a dedicated **newsletter** to start informing the company about the Corporate Social Responsibility projects we're developing and to invite them to be part of them. In 2022, 13 of these communications were sent.



External

We started using social media (**LinkedIn**) to inform our clients and suppliers about our ESG projects. In 2022, 6 of these posts were published on LinkedIn.



Unique impressions: The number of times our posts were shown to unique (signed in) members.

Interactions: Shares, reactions, and comments.

Ownership of a **Code of Ethics**, delivered personally to all our employees.



14%

increase on meal vouchers' value..

Monitoring of

20

suppliers regarding the degree of security they guarantee to their employees.

Achievement of

50%

employee participation in the WHP project (Food field: Increase the consumption of seasonal fruit).

5%

increase in female personnel.

We went from having 55% women on our workforce in 2021, to 60% on 2022.

We had 1 new entree in the Management area, 7 in the Administration/Technical Area and 2 in our Production Plant.

9,5%

of the staff got a promotion.

3

Direct hirings from internships developed in 2022.

11%

of the staff is foreign.
7 different nationalities within the staff.

Work from home:

4500 h

10% of the total number of hours.

100% participation of the functions allowed to use this work model.

Interactive organization chart creation:

64%

of completion.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



Achievement of Ecovadis bronze level certification.

Ecovadis is the world's largest and most reliable provider of corporate sustainability assessments. Through a methodology built on international standards, it monitors a company's performance upstream in its value chain, certifies its level of sustainability, and then shares it with all its stakeholders. **The Ecovadis database has more than 75.000 companies evaluated in 160 countries across 200 industries.**

Reference and more info: <https://ecovadis.com/it/>

UDI labelling: Identification of technologies useful for implementing Unique Device Identification labelling under regulation MDR 2017/745.

We started compiling the B Corp questionnaire.

Used by more than 150,000 businesses, the B Impact Assessment is a digital tool that can help measure, manage, and improve positive impact performance for environment, communities, customers, suppliers, employees, and shareholders; receiving a minimum verified score of 80 points on the assessment is also the first step towards B Corp Certification.

Reference and more info: <https://www.bcorporation.net/>

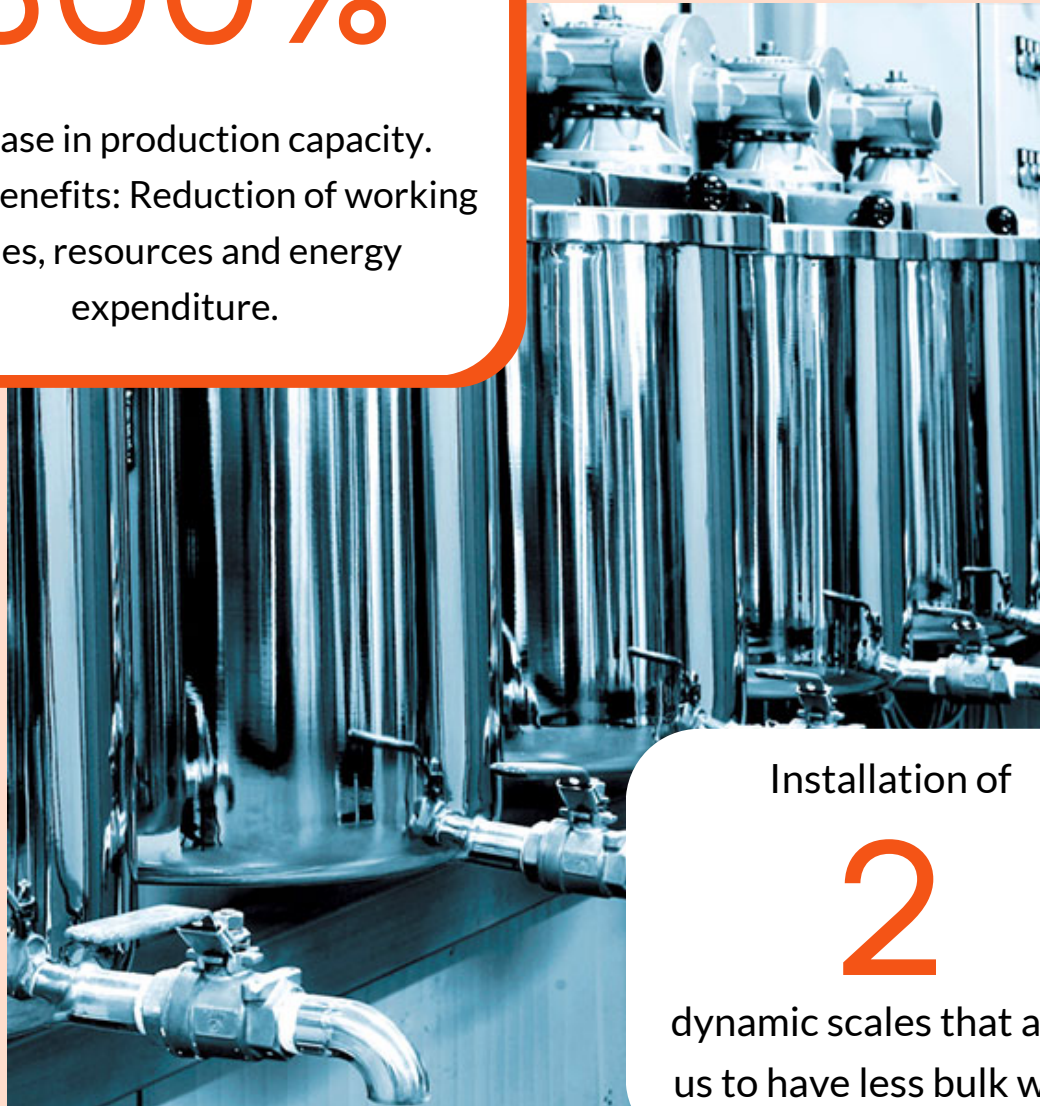


Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Installation of new water osmosis plant:

300%

increase in production capacity.
Other benefits: Reduction of working times, resources and energy expenditure.



Installation of

2

dynamic scales that allows us to have less bulk waste.



Ensure sustainable consumption and production patterns.

Development of green projects with

100%

customer satisfaction - 6 of which are in the top 10 of our customers.

Recycling of

15%

of waste materials (paper and plastic).



Replacement of

100%

of neon lamps with led lamps.

Reduction in heating time and usage intensity: decrease in consumption by

17%

from October 2022 to December 2022.



Take urgent action to combat climate change and its impacts.

Life Cycle Assessment - partnership identified for the implementation and development of the project.

On 2021 we perceived a

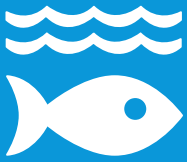
77%

reduction in CO2 emissions due to the change of transport mean from road to rail (145,000kg of CO2 saved), in comparison to 2020.

For this reason, in 2022 we kept shipping our final products using rail transportation, confirming the same saving performance of 2021.

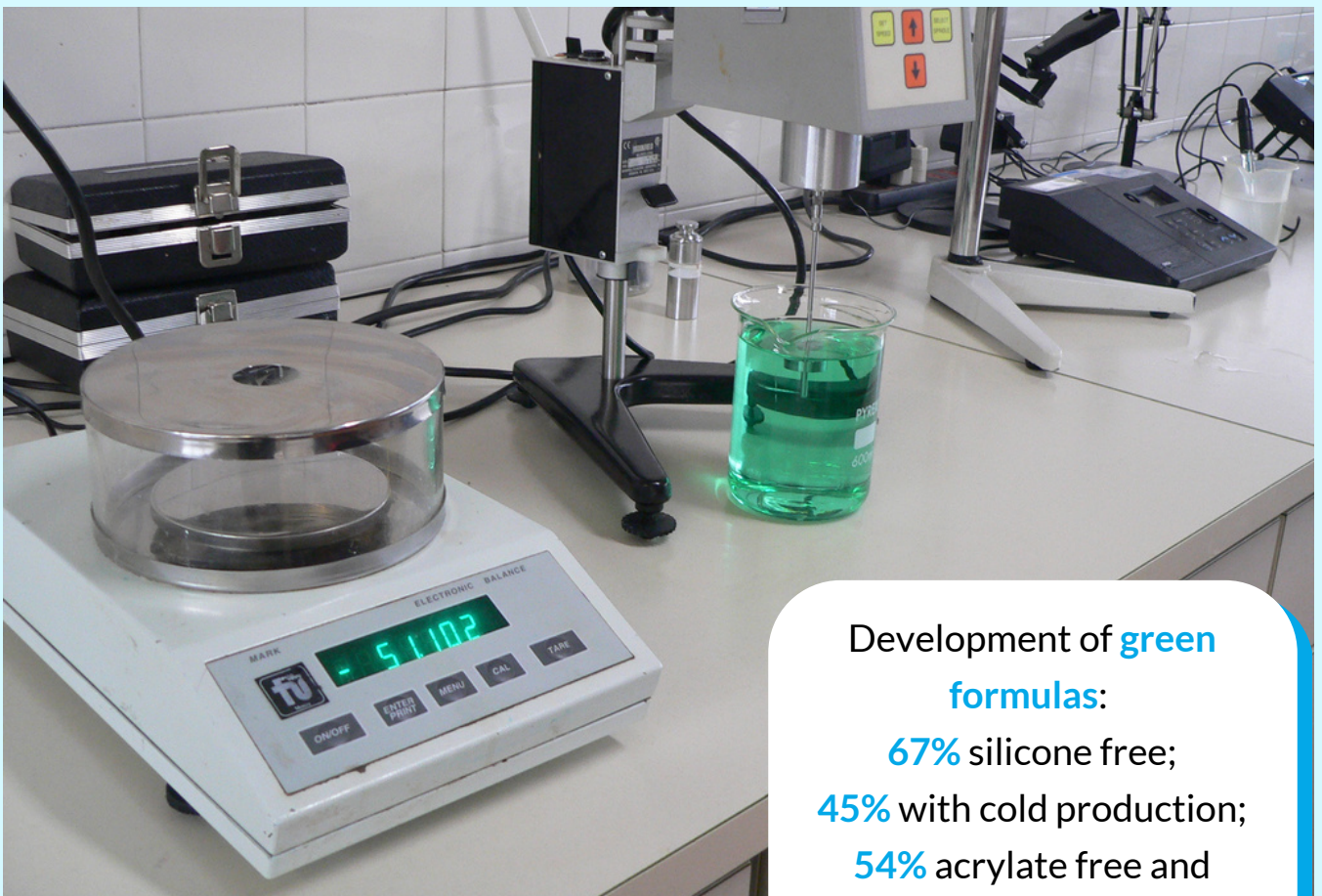


Carbon footprint - partnership identified for the implementation and development of the project.



Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

Development of green formulas to reduce the risk of polluting the water used for industrial production.



Development of **green formulas**:

- 67%** silicone free;
- 45%** with cold production;
- 54%** acrylate free and plastic free;
- 5%** calculated NOI;
- 2%** with biodegradability calculation;

WHAT'S NEXT?



Drafting of the Quality Policy and planning of Biokosmes goals within Venture Life Group.



Upkeep of 2022 results also in 2023.



Increasing of dedicated ESG resources and enlarging of ESG Team:

- Resources belonging to other business functions will join the team.



June 2023: Submission of questionnaire for the B Corp certification.



Ecovadis re-certification.



Life Cycle Assessment regarding 3 top-selling products and Carbon FootPrint study for the entire plant.



Compliance with UDI labelling.



Beginning of programming for the achievement of Carbon Neutrality (Net Zero).

CONCLUSIONS

2022 has been a very intense year of work for all of Biokosmes and for the ESG Team, which has carried out many activities and new projects, giving a great added value to the Group and the internal corporate organizational structure.

IDENTIFICATION OF THE MOST IMPORTANT SDG'S

Starting from the content of the Global Agenda for Sustainable Development of 2030 and from the European Green Deal, we analyzed and identified the most important and relevant SDGs (Sustainable Development Goals) for our organization's activities. This has allowed the planning and execution of specific and effective interventions, which have allowed us to achieve concrete results in all the areas pre-established and chosen at the beginning of the year. The projects developed and implemented have had the fil rouge of achieving a better and more sustainable future for all employees and their families.

GROWTH OF ESG TEAM

Thanks to the activation of multiple training courses and targeted studies, the ESG Team has been implemented with new proficient resources, which have allowed to define an appropriate dimensional structure, in terms of efficiency and organization, as well as high professional level.



CREATION OF NEW PROJECTS AND STRENGTHENING OF THOSE ALREADY CONSOLIDATED

The projects already developed in previous years, such as the WHP project and the Ecovadis certification, have been confirmed and added to new objectives, aimed to the improvement of company's performance in terms of sustainable development and to the continuous achievement of pre-established standards. The important attention of the CEO to sustainability topics and a pioneering entrepreneurial vision of corporate governance, confirms the deep will to maintain the goals achieved and to develop new ones, through a significant medium-term programming.



An ambitious 2023, full of challenging activities awaits the ESG Team, and all of Biokosmes is proud to be able to officially communicate it with its first simplified report, aiming to be the ideal Partner for the development of new products and a reference example of a leading company in the sector.



Biokosmes SRL

Via Dei Livelli, 1 - Bosisio Parini
Lecco, Italia
+39 031 3581085
biokosmes@biokosmes.it
www.biokosmes.it

Venture Life Group PLC

12 The Courtyard, Eastern Road, Bracknell,
Berkshire, RG12 2XB, UK
+44 1344 578004
info@venture-life.com
www.venture-life.com