



# 2023 SUSTAINABILITY REPORT



## **Biokosmes SRL**

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# 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. We offer a full service: from the concept definition of the product to formula development and, finally, packaging.





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



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° QS  
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.

## 2024

### Establishment of an ESG Manager

Biokosmes included a function responsible for ESG activities in the organizational chart, increasing its commitment to the development of ESG projects.



# SUSTAINABILITY



**EVERY INDIVIDUAL HAS THE POWER TO MAKE THE WORLD A BETTER PLACE. THAT'S WHY, HERE IN BIOKOSMES, 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 2023, we focused on some SDGs more than others, trying to align our working environment to the most sustainable solution possible.

In detail:

SDG 3, SDG 4, 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.





### 3 GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages.

Achievement of

# 57%

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



Workplace Health Promotion



On May 2023, the “Biokosmes Runners” group was created. The members train together

**once a week.**

### 4 QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



# 70 hours

spent on ESG webinars, training courses and meetings.

# 3

Direct hirings from internships developed in 2023.



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



14%

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





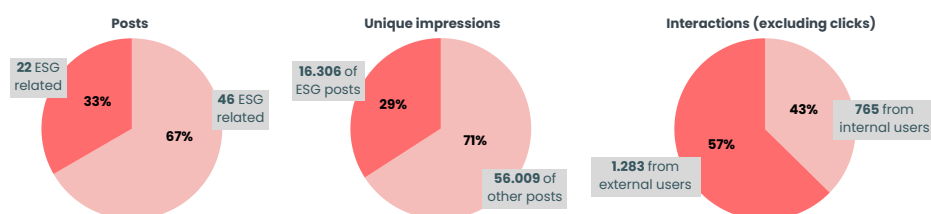
## Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

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

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

### External

We kept using social media to inform our clients and suppliers about our ESG projects. In 2023, 22 of our 68 **LinkedIn** posts were ESG related:



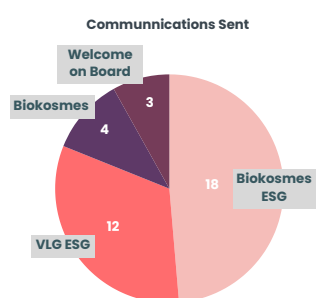
- **Unique impressions:** The number of times our posts were shown to unique (signed in) members.
- **Interactions:** Shares, reactions, and comments.

At the beginning of the year we created and shared externally our first voluntary (2022) Sustainability Report.



### Internal

In addition to our Biokosmes ESG Newsletter, we created others to keep informing our company and the Venture Life Group about the latest company updates.



- **Biokosmes ESG Newsletter** informed Biokosmes colleagues about our latest ESG projects within the company.
- **Venture Life Group ESG Newsletter** informed the whole group about the both Biokosmes and group projects; an informative dashboard was sent every 3 months.
- **Biokosmes Newsletter** informed colleagues about internal efforts like getting new clients or the launch of special productions.
- **Welcome on Board** messages presented new colleagues in the company.

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



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

50 suppliers monitored for issues relating to safety and sustainability

57,7%

of employees are female. 7 new hires to cover 6 company functions



Interactive organization chart creation:

87% of completion.



24% of the staff got a promotion.

11% of the staff is foreign. 7 different nationalities within the staff.

A **contract** between the company and each employee was drawn up to establish the amount of hours allowed to **work from home**.

2500 h

worked from home

5% of the total number of hours.

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







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



### Achievement of Ecovadis silver 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 130.000 companies evaluated in 180 countries across 220 industries.**

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

### We submitted our B Corp certification application.

Used by more than 6.800 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/>

Purchase of a new industrial washing machine that will allow to save up to

# 50%

of the washing water used during future productions.





Installation of new L 41 sachet filling machine that consumes less electrical energy.



Ensure sustainable consumption and production patterns.



Development of green projects with

100%

customer satisfaction  
(Every time a client asks  
for sustainable packagins  
several valid proposals  
have been found).



84,9%

of the company's waste has  
been recovered for being  
reused.



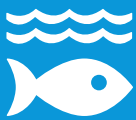


## Take urgent action to combat climate change and its impacts.

Use of a tool for evaluating the LCA (**Life Cycle Assessment**) impact of the company's flagship products



Carrying out a **carbon footprint** study for the plant relating to the years 2020-2021-2022-2023



## 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**:

- 70%** silicone free;
- 27%** with cold production;
- 68%** plastic free;
- 12%** with allocated NOI;
- 3%** with biodegradability calculation;

# WHAT'S NEXT?



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



Upkeep of 2023 results also in 2024.



Increasing of dedicated ESG resources and enlarging of ESG Team:

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



Continue with BCorp certification as defined by the BCorp standard parameters.



Ecovadis re-certification.



Repeat the company Carbon Footprint study for the year 2024.



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



Preparation of the quality management system structure in preparation for the ISO 45001 certification scheduled for 2025.



# CONCLUSIONS

**It has been a year of very intense work for all Biokosmes employees and for the ESG Team, which has carried out many activities and new projects, giving great added value to the Group and the internal company organizational structure. The most satisfactory results were obtained with the measurement of the company's Carbon Footprint and with the improvement of the Ecovadis ranking reaching the Silver Medal.**

## 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 stakeholders such as suppliers, employees, our territory, our company and their respective families.

## BIOKOSMES' 40TH ANNIVERSARY

On November 2014, Biokosmes celebrated its 40th anniversary. What started as a dream, grew to become one of the reference companies at European level for the study, development, and implementation of projects in the area of Skin Care and Medical Devices.



We celebrated these 40 years of hard work, team effort and great commitment during our "Celebration Day" on September 2023, which was organized by the ESG Team.

## 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 such as the drafting of new sustainability policies, aimed at improving the company's performance in terms of sustainable development and continuously achieving of pre-established standards. The CEO's important attention to sustainability issues and a pioneering entrepreneurial vision of corporate governance confirms the profound desire to maintain the objectives achieved and develop new ones, through significant medium-term planning.







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