

RUDOLPH CARE
BY ANDREA RUDOLPH

Responsibility Report 2023

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Intro

Welcome to Rudolph Care's 2023 Responsibility Report. In this report, you'll find information about our ongoing efforts, the SDGs we support, and details on our certifications, value chain, project support, and partnerships. Discover insights into our work with packaging, our commitment to B Corp and the B Beauty Coalition, and the work we do to enhance our daily workplace and environment, focusing on all the projects we are currently tackling and eagerly anticipating.

The vision of making a positive difference for people and the environment is the foundation of why we exist, what we want to accomplish and what continuously drives us forward. So Rudolph Care's Responsibility Report is an annual interim report on what we have done, what we have learned, and what specifically we have initiated and achieved in the past year.

At Rudolph Care, we continue to define sustainability based on the Brundtland Commission's definition from its 1987 report, i.e. as a broad and holistic concept that includes social, economic and environmental aspects. The goal at the time was to point the way to a future development that, as the report put it, was "meeting the needs of the present without compromising the ability of future generations to meet their own needs". Today, we share that ambition, and the wording remains our guiding principle in our sustainability and responsibility work and forms the basis of our core promise to the world: Rudolph Care – for generations to come.

Sustainability and responsibility is an ambition and an ongoing process in which we are constantly learning what we can do more and better. That is why we will update and improve our reporting every year as our work evolves. The intention is to create a tool that makes our efforts measurable and comparable from year to year in terms of environmental, social and economic impact.



Highlights for 2023

The year 2023 has been interesting, educational, and fun – as well as challenging, as it always is when working with responsibility and continuously aiming for higher goals. With curiosity and high ambitions, we spent another year enhancing our skills and expanding our knowledge. As a company, we have initiated and supported both internal and external responsibility projects. Here is a quick overview of how we spent our time.

We'll elaborate on every highlight in the report. If you're curious about what we achieved in previous years, you can read our 2021 report [here](#) and our 2022 report [here](#).

Environmental and social responsibility for the individual

We have begun the work of incorporating and structuring environmental and social responsibility as part of each employee's goals. This way, we ensure that responsibility is more firmly on the agenda every day.

Waste collection

True to tradition, the Rudolph Care team supported Denmark's Nature Conservation Association's Waste Collection in March 2023.

Reducing packaging weight

In 2023, we began to reduce the weight of our packaging. Hydrating Cleansing Milk transitioned from a glass bottle to a tube, resulting in a 94% weight reduction and a reduction in plastic use by about a third.

New packaging projects

Packaging development is complex, and the learning curve is steep. In 2023, we switched to circular shipping packaging for all our webshop orders – and gained valuable insights from three new packaging projects.

Impact Report from the Amazon

We received our first Impact Report from our projects in the Amazon, showing that the improvements and projects we helped finance are yielding positive results.

B Corp workshops

The entire Rudolph Care team participated in workshops on the B Corp framework to spread knowledge about the certification and further embed it into the team's daily routine.

B Corp recertification

We completed our application, known as the B Impact Assessment, for B Corp recertification at the end of 2023. It focuses, among other things, on Rudolph Care being recognized for the Impact Business Model Health and Wellness.

Sustainable Development Goals

The 17 UN Sustainable Development Goals (SDGs) represent the shared global responsibility for a sustainable future and are therefore a relevant and important tool for our sustainability and responsibility efforts. At Rudolph Care, we work with all SDGs, but our core business actively contributes to the indicators for the following:



SDG 3
*Good Health
and Well-being*

Target 9

We take responsibility for ensuring that our products do not contain harmful substances that can negatively impact well-being and health. For example, by only offering products that do not expose the consumer or the planet to harmful chemicals and substances such as PFAS and endocrine disruptors. This is based on the philosophy that taking care of your body and mind is a prerequisite for caring for others and the environment.

SDG 12
*Responsible Consumption
and Production*

Target 2, 4 og 5

Our packaging is designed to reduce resource consumption by incorporating weight reduction and circular business models where possible. Ecocert COSMOS Organic and the Nordic Swan Ecolabel set requirements for product design to promote responsible resource consumption and natural ingredients, and to exclude the use of harmful chemicals, environmental toxins and endocrine disruptors.

SDG 15
*Life
on Land*

Target 1 og 2

We are deeply dependent on the forests and nature from which we source our ingredients. We benefit from nature based on regenerative principles and prioritizing proven, certified resources that do not necessitate negative impacts on existing ecosystems.

SDG 17
*Partnerships
for Action*

Target 16

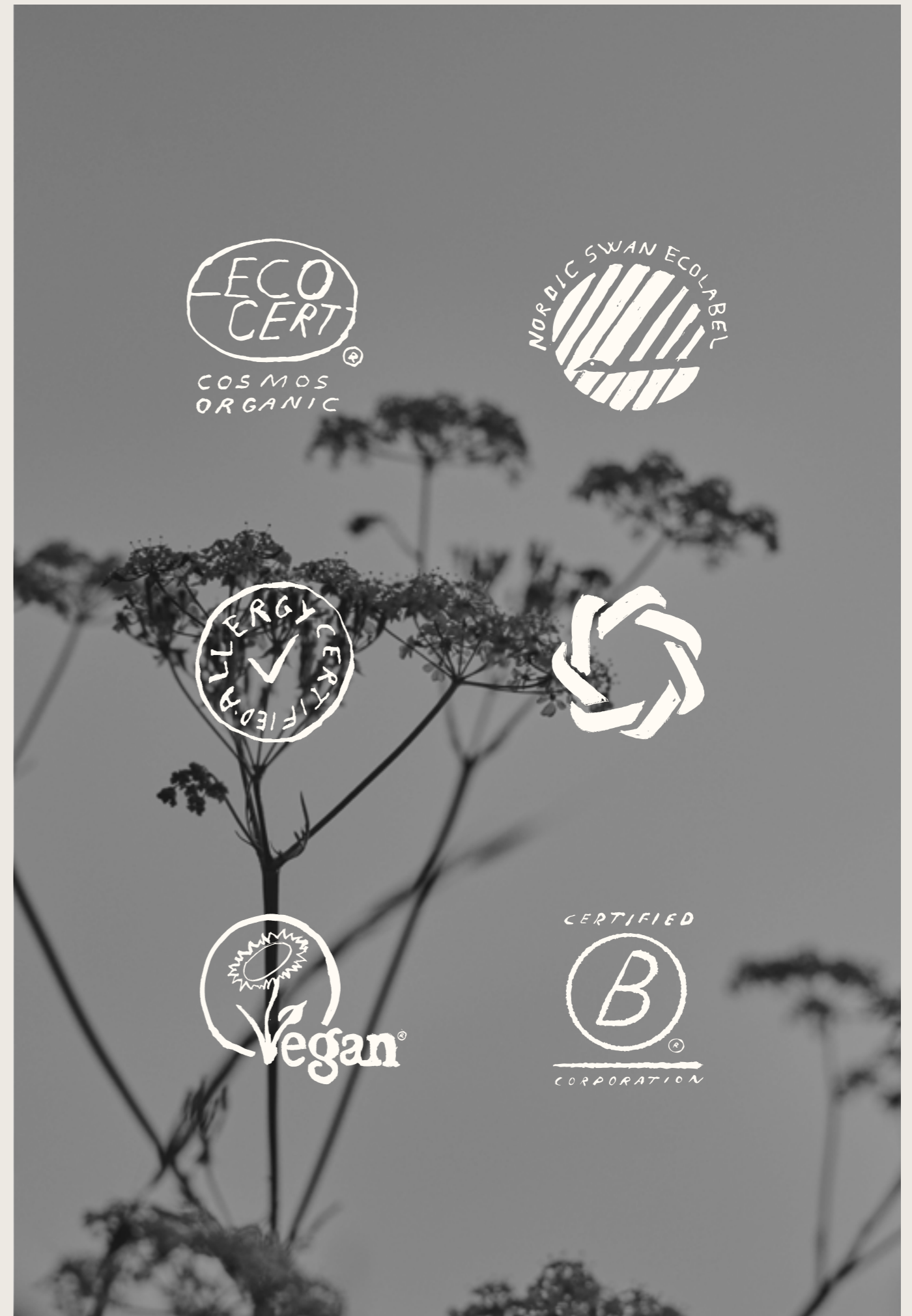
At Rudolph Care, we enter into close, value-based partnerships with other companies to strengthen our influence. We are a founding member of the B Beauty Coalition, an international association of 88 B Corp companies from 6 continents representing more than 1,000 employees in the beauty industry. The B Beauty Coalition was created to develop tools and share best practices with companies that want to get started on their sustainability and responsibility efforts.

Certifications

The cornerstones of Rudolph Care are our certifications. On the packaging, they illustrate in a clear and easily decipherable manner that our actions – our products – are in sync with our communication. Above all, they document our ambition to create products that combine an exclusive holistic experience with visible effect, responsibility, and consideration for people and the environment. Combining certifications can be difficult because they have different and sometimes conflicting requirements, making the development of our products time-consuming.

We always aim to develop products with as many of our core certifications, the Nordic Swan Ecolabel and Ecocert COSMOS Organic, as possible. These labels are your guarantee that what we say and write about the products is true, and the certifications help to emphasize our products' quality and impact on the world. The development of products with this dual certification means that contents and packaging are selected based on parameters such as responsible cultivation, responsible processing, responsible production, responsible working conditions and responsible packaging recycling. If it is not possible to double-certify a product with Ecocert COSMOS Organic and the Nordic Swan Ecolabel, we can always explain it—and we do so clearly on rudolphcare.com. Our use of certifications is therefore also about being able to make a well-considered choice that encompasses good, responsible products, fulfilling all our dreams of what beauty products should be able to do.

All Rudolph Care products are also free from the 26 known allergenic fragrances as well as suspected endocrine disruptors and synthetic dyes.



Summary certification guarantee



Raw Materials

Responsible use of natural resources



Min. 95% of natural ingredients



Min. 20% organic content for leave on and 10% for rinse off



Respect of biodiversity



Climate impact and land use



Responsible raw materials



The development/manufacturing of the product, and its ingredients, mustn't be derived from animals



Production

Ressource and energy efficiency



Environmentally friendly production



Processes respecting human health



Free of harmful chemicals



Waste and emission



The development/manufacturing of the product, and its ingredients, mustn't involve, testing on animals



Consumption

Quality and function



Absence of petrochemical ingredients like Parabens, Phenoxyethanol, perfumes and synthetic colorants



Absence of GMO



No use of substances classified as carcinogenic, mutagenic, harmful to reproduction or allergenic.



No use of substances on the EU list of substances suspected of being endocrine disruptors.



Free of formaldehyde and substances that may release formaldehyde



Waste and Recycling

Design for recycling



Minimizing waste



Transparency in our global *value chain*

It is our ambition to increase transparency at Rudolph Care by becoming better at collecting data from our value chain. As an entrepreneur with a global value chain, we prioritize investing in projects and measures that aim to ensure that Rudolph Care's values are upheld everywhere in the world where we source our ingredients.

- 99 % of all our emissions come from our value chain, making it challenging to reduce indirect emissions. Indirect emissions include transport and distribution, procurement of materials and services, waste management, etc. We are therefore in dialog with all of our suppliers and request information about their practices and which reduction targets they have for the future, as well as what they have already initiated.
- In 2021, we introduced a Supplier Code of Conduct for all our own suppliers and all known sub-suppliers that sets out requirements for working conditions, health and safety, business ethics and the environment. The goal is to increase transparency and ensure decent conditions in all parts of our value chain.
- We perform risk assessments on all new ingredients and are in the process of performing risk assessments on existing products.
- We are in the process of selecting an EMS (Environmental Management System) that suits Rudolph Care. The system will be the cornerstone for structuring, presenting, and reporting the part of our work related to responsibility, including collecting origin data on ingredients, emissions, energy consumption, social projects, and more. Throughout 2022 and 2023, we have tested various systems and have begun working on implementing our own, building on the systems we already use in our business. The system is being developed in accordance with ISO standard 14001.
- In 2023, as part of our continued work with EMS, we have begun to establish a Due Diligence process. Due Diligence is about continuously ensuring that we run our business in accordance with our values – and that we keep improving ourselves.
- In the future, we will evaluate and report on the social projects we support to a much greater extent. In collaboration with our partners, we establish a set of parameters that we measure at the beginning of the project and again when it concludes. This way, we can document the direct impact of our joint efforts. In 2023, we received the first Impact Report from our social projects in the Amazon. Read more about it on page 41.
- In 2021, we worked with an external partner to conduct independent life cycle assessments of all our packaging types. A life cycle assessment is a tool that can calculate the specific climate impact of a specific product, giving us an independent assessment of the climate impact of our packaging and enabling us to make informed decisions. The development of life cycle assessments is a comprehensive task, and therefore, it is an ongoing effort that we have also worked on in 2023.

B Corp

B Corp certification is a global standard for the difference a company makes to society. As a certified B Corp, you are committed to living up to high social, environmental and transparency standards.

In January 2021, we became B Corp certified and are thus an active part of the global movement to impact society and the environment as positively as possible through responsible business management and practices. The certification means that we operate a business that legally commits to making a positive difference in the world and for the green transition.

B Corp certification is achieved through an assessment and verification process called the B Corp Impact Assessment (BIA), which is conducted by the non-profit organization B Lab. The process assesses the company's entire business and value chain based on over 200 questions in the following five categories. When we became B Corp certified in 2021, we achieved a total score of 88.9 points* out of 200 possible. Our points are marked beside each category below.

Category	Rudolph Care's score
Governance:	15,7 points
Workers:	26 points
Community:	19 points
Environment:	24,2 points
Customers:	3,9 points

Assessment is based on two parameters through the BIA: on operational measures and on the company's 'impact business model' (IBM), which describes the positive change created by the company's core business, such as selling products that are free of harmful chemicals.

Read more about B Corp [here](#).

* A company must score 80 points to become B Corp-certified, and it is estimated that the average company will score around 50 points.





At Rudolph Care, we have achieved 3 impact business models

Mission Locked

By virtue of our B Corp certification, we have legally committed to making a positive difference in the world by incorporating our commitments to social as well as environmental issues into our bylaws.

Toxin Reduction

Rudolph Care develops and produces certified products. These certifications ensure that our products do not contain chemicals that can harm people and the environment. Our use of certifications thus has a positive impact on the amount of harmful chemicals in our value chain. Our primary certifications include the Nordic environmental certification Nordic Swan Ecolabel and the international organic certification Ecocert COSMOS Organic. Additionally, some of our products carry certifications such as AllergyCertified and Asthma Allergy Nordic.

Supply Chain Poverty Alleviation

For Rudolph Care, it is a strong ambition to engage in impactful collaborations with people in our value chain that can benefit them and contribute to a higher economic and social standard of living. This is evident in the Amazon, where a community of 150 families manages the harvest of Rudolph Care's main ingredient, açai berries. Rudolph Care actively contributes to the Amazon community through projects driven by the locals. You can read all about our projects in the Amazon on page 38.

Recertification

All certified B Corps must undergo recertification every three years where specific improvements and future ambitions are evaluated. In 2023, we have been working towards Rudolph Care's recertification in 2024, and our goal is to achieve 100 points in the next assessment.

We have developed an action plan covering the areas we need to strengthen by 2024 to achieve the desired 100 points:

Governance

We are in the process of conducting materiality analyses and developing our stakeholder engagement. Updating the personnel handbook to include overviews, process manuals, and structured processes. Establishing a Whistleblower Reporting System and developing relevant policies, such as an associated whistleblower policy. Updating organizational charts and responsibility matrices. And we have begun the work of structuring self-chosen social and environmental KPIs into each employee's job description.

Community

Rudolph Care's work with the Community aspect of B-Corp is very diverse, as we work with communities both internally and externally, physically and digitally. A continuous goal regarding Community is to further strengthen Rudolph Care's local, physical, and digital community by actively facilitating events and personally engaging with our customers. A significant community activity for Rudolph Care is also our support to the community-driven projects in the exact area of the Amazon where the açai berries from our products are harvested. Internally, we have community days, which involve one or more days of volunteer work for a good cause. In 2023, we once again supported the Danish Society for Nature Conservation's Waste Collection campaign.

Environment

We monitor our greenhouse gas emissions and commit to reducing our emissions in line with the [Paris Agreement's 1.5-degree scenario](#). Our ambition is to develop targets for emissions from various aspects of the company, meaning we will set targets for all emission categories, such as indirect emissions; transportation and distribution, procurement of materials and services, waste management, etc. We expect to make significant optimizations in this area, as our current accounting practices have been based on assumptions and monetary data. We are continuously transitioning to both process specific and product specific emissions, but this requires time and resources.

As Rudolph Care continues to grow as a company, we see the necessity of cementing our values of caring for people and the environment into formal policies. This will help our partners understand the requirements we place on our products and the way we conduct business.

Costumers

In 2023, we have been working diligently to be recognized for our efforts with the Impact Business Model Health and Wellness. Here, we must demonstrate that our products make an extraordinary effort to treat or prevent a health risk. Rudolph Care was created out of a desire for health, and therefore we expect at a minimum to have our sun products with SPF 30+ approved as contributing to this Impact Business Model, as they protect the skin from the harmful rays of the sun.

Co-founder of the *B Beauty Coalition*

Together with 25 certified B Corps in the beauty industry, in January 2022 we founded the B Beauty Coalition, a community of interest that works specifically on the green transition of the beauty industry. By the end of 2023, the coalition represented more than 88 companies across 6 continents.

As members of the B Beauty Coalition, we see a new approach to beauty that prioritizes earth as much as skin, nature as much as the idea of the natural, and impact as much as efficacy. We are committed to working together to share knowledge and best practice, drive research and responsible innovation, and communicate consistently and clearly in order to deliver benefits for our customers, our communities and our planet.

The work is based around three different topics: packaging, logistics and ingredients. The ambition is to share insights and tools with companies that may not have the capacity or expertise to make responsible choices themselves.

- **Packaging:** The goal is to find alternative solutions to less climate-friendly packaging, create responsible and transparent supply chains, and work on the development of more circular systems in this field.
- **Ingredients:** The goal is education around best practice for sourcing ingredients in accordance with the planet's natural cycle by mapping natural alternatives to synthetic chemicals, transparency, traceability and accountability throughout the value chain. The coalition will work to identify challenges related to climate change and start up projects on responsible sourcing of ingredients with suppliers.

Additionally, the Coalition is innovative in its approach to the concept of ingredients and is curious about how by-products can be upcycled into beneficial ingredients for beauty products.

- **Logistics:** The goal is to share best practice within distribution and create tools for companies to choose less emissions-intensive distribution options and identify future areas of focus.

In addition, we collaborate on communication to raise awareness of what it means to be a B Corp and why the certification is important for business and consumers alike.

Follow our work at [B Corp Beauty Coalition](#) and on [LinkedIn](#).



Packaging

ongoing projects

and ambitions

Packaging solutions is an area of our business for which we feel a particularly great responsibility. We continuously strive to improve our solutions to minimize their impact on the environment and climate.

In this section, you can read about our challenges and considerations regarding our packaging solutions.



Status

We prioritize using packaging types that effectively preserve our mildly preserved products and have minimal environmental impact once the packaging is empty. At this moment, it is a significant goal for us to establish a refill system, but the low content of preservatives in our products makes it challenging. Therefore, we hope and are working to find a refill solution that can unite low climate impact with our minimal use of preservatives. This is a process that requires resources, which we are willing to provide. Since we do not see the standard solutions currently available on the market as sustainable and responsible, we must dedicate the time needed to custom-make packaging for our products.

When incorporating recycled materials into our packaging, we exclusively use food-grade materials to ensure no harmful chemicals leach into our products. Currently, only glass and PET plastic can be approved for food use, even when recycled, along with aluminum. However, aluminum lacks approval from the Nordic Swan Ecolabel, so we cannot use it as a material. Historically, aluminum has been energy-intensive to extract and process, but with global energy supplies improving and shifting towards renewable sources, our interest in aluminum has grown. We are in discussions with the Nordic Swan Ecolabel about potentially approving aluminum as packaging material.

Our tubes are composed of a single layer of PCR (recycled plastic) on the outside and virgin (new) plastic on the inside. We are actively seeking PCR alternatives for our jars and selected glass products. All components of our packaging can be disassembled and sorted through public waste management systems.

Four dogmas for the development of future packaging

We want to help find and develop new and more climate-friendly packaging alternatives. That is why we have adopted four dogmas to guide our development work and help select the packaging projects we engage in.

- The material should have as limited a climate impact as possible.*
- The material must be renewable (e.g. derived from plants) and not from a finite resource that the earth will eventually run out of.
- The material must not be made from plants grown through intensive deforestation for this purpose.
- The material must be reusable, compostable, biogasifiable and/or recyclable.

The perfect solution for more climate-friendly packaging does not exist yet, but we want to engage in the development based on our four dogmas and continue to provide information on how to dispose of our packaging in a way that has the least possible impact on the climate.

**CO2 neutral in growth and decomposition and as low a CO2 impact as possible in manufacturing.*

Projects

The development of packaging is laborious and the learning curve is steep. We do not succeed in every project, but we learn from all of them. We have taken a number of concrete actions regarding measurement of emissions from – and subsequently optimization of – our packaging. Below, we provide you with an overview of initiatives from 2023. If you're curious about packaging projects from previous years, you can read about them in the 2022 report [here](#) and the 2021 report [here](#).

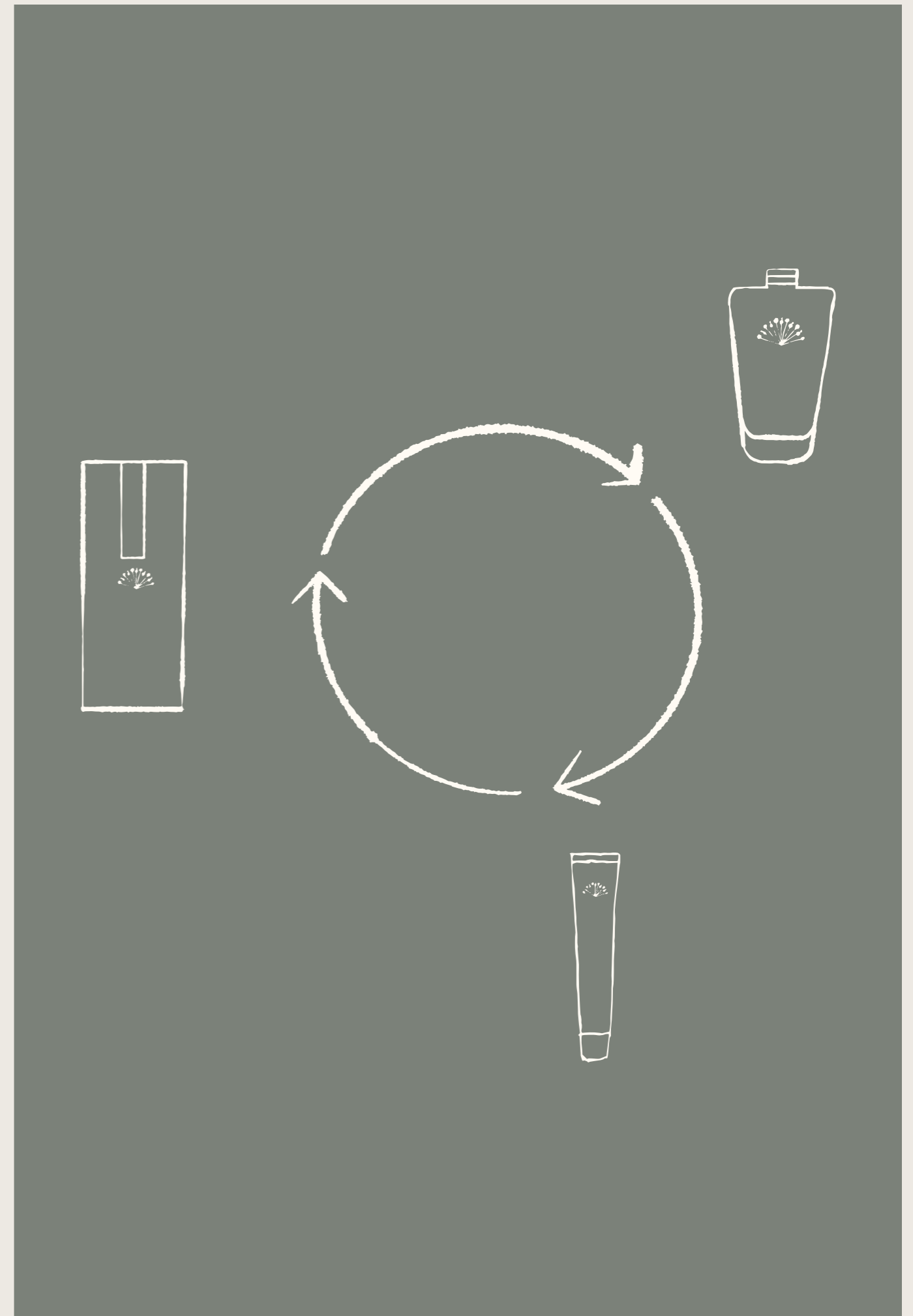
- In 2021, we started using leftover production paper from the Danish printshop KLS PurePrint as wrapping for all our webshop orders. Instead of disposing of the paper, KLS PurePrint passes it on to Rudolph Care for reuse. This practice continued in 2022 and 2023.
- In 2023, we teamed up with the Danish company RE-ZIP for a pilot project aimed at replacing the shipping packaging for Danish orders placed on our webshop, rudolphcare.com, with reusable cardboard boxes and an accompanying take-back system. A RE-ZIP box can be reused up to 10 times and can save the environment 87% CO2 compared to a single-use cardboard box. Even after the first reuse, a RE-ZIP box reduces the CO2 footprint by 40%*. The project has started off well, and we are continuously evaluating the progress.
- In 2023, we explored the possibility of using bio-based plastic for our packaging. Bio-based plastic is derived from sugarcane, but has the same chemical structure as plastic made from mineral oils. Unfortunately, the raw material comes from sugarcane in Brazil, a crop that has historically contributed to deforestation. The Amazon rainforest is very close to Rudolph Care's heart, so we have chosen to distance ourselves from this material until we can ensure an alternative source. However, we remain very interested in this technology and are working with our packaging suppliers to find more responsible resources.
- In 2023, we extensively explored the possibility of using plastic from collected 'ghost nets' (nets, lines, traps, etc., lost during fishing) that drift around Denmark's coasts. However, since we do not have traceability over the entire lifecycle of the nets, we cannot get them food-grade certified under Danish standards, which we normally rely on when using recycled plastic. This requires us to test each batch individually to guarantee purity. A further challenge is that we cannot process the plastic pellets ourselves to create the final packaging. Therefore, we depend on one or several packaging suppliers to ensure proper use and purity – we are currently exploring these possibilities.

*RE-ZIP

- In 2023, we began exploring the possibility of redesigning our packaging for a closed-loop refill system, aiming to rethink the method of refilling. Often, "Doypacks" or bags with a pouring spout are used to transfer the product into the refillable packaging – but this exposes the product to too much air, which is detrimental to the shelf life of our mildly preserved products. Our ambition was therefore to rethink the relationship between pump and Doypack so that our product would come into contact with as little air and bacteria as possible during refilling. The current status of the project is that to realize the idea, we would need to commit to accepting extreme amounts of packaging, which is not feasible or responsible. Therefore, we are exploring alternative ways to implement the project.
- We are continuously working to reduce the weight of our packaging. For example, in 2023, Hydrating Cleansing Milk transitioned from a glass bottle to a tube, resulting in a weight reduction of 94% and reducing plastic consumption by approximately one-third.
- Today, we use two different tools to calculate the footprint of our packaging. One tool allows us to understand what the actual footprint of the packaging is beyond CO2 (resources, human health and ecosystem quality). The second tool we use to make comparisons between different usage scenarios in order to identify how the footprint changes as a function of this.

The packaging of the future

We aim to achieve Zero Waste Packaging status by 2030 and for our company to achieve Net Zero by 2040. We will achieve this by developing a packaging or system that can be part of a closed loop so we can keep the packaging in circulation for as long as possible, preferably in the same function. For this, a system must be established to allow the packaging to be refilled or recycled for the same purpose – or upcycled. To meet this ambition, we need to put infrastructure in place. We do not consider everyone setting up their own take-back system a viable solution, and will therefore seek partnerships to create efficient packaging management. As we work towards the Net Zero 2040 goal, we will continuously adjust and improve our packaging.



Donations and *project support*

Rudolph Care is committed to making a positive difference in and for the world. On a daily basis, we are naturally focused on developing our responsible business. That is why we support selected organizations, nationally and internationally, that share the same SDGs and fundamental values as us and make a significant and clear impact in their field.

Every year, we donate 4% of our profits to other organizations and projects. It is our ambition to work with Danish and selected international organizations dedicated to promoting health, preserving nature, supporting children and youth, advocating for minority representation, and aiding the socially disadvantaged.

In 2023, we supported the following organizations and projects:

- Pink Ribbon
- Ins. Beraca, our partner in the Amazon
- LGBT+ Denmark, three-year donation 2021-23
- The Danish Society for Nature Conservation's Waste Collection campaign





In addition to our specific value chain project and other support activities, Rudolph Care regularly donates products to various projects.

In 2023, we supported the following projects, among others:

- Danish Cancer Society's 'Støt Brysterne' Bike Tour: 'Støt Brysterne' (Support the Breasts) is the Danish Cancer Society's campaign for breast cancer. Profits from the bike tour go directly to 'Støt Brysterne' and the Danish Cancer Society's work in research, prevention, and patient support for the benefit of breast cancer patients and their families.
- Scandinavian Athletes: A non-profit agency helping Danish athletes compete globally by providing financial support, enabling athletes to achieve their full potential through greater financial freedom.
- Pediatric Department, Region Zealand: A palliative care team covering the entire Region Zealand in Denmark, focusing on quality of life for seriously ill children and their parents during their terminal phase.
- Oncology Department, Odense University Hospital: The Oncology Department treats and cares for patients with various types of cancer.
- Pink Ribbon: Belgium's largest national organization working to improve treatment and quality of life for breast cancer patients. We supported a specific expedition where four former breast cancer patients, along with three guides, crossed the Greenland ice sheet in support of breast cancer awareness.
- Surf Sisters: A community of female surfers spreading the message about surfing and inviting women to learn how to surf.
- KidsAid: A charitable foundation and organization supporting sick and vulnerable Danish children and youth.

Brazil

Since 2019, we have dedicated autumn to focusing on the açai berry harvesting season in the Amazon, as well as donating DKK 100,000 from the sale of Açai Facial Oil to the local community in Nazarezinho do Meruú, where 150 families have harvested açai berries for our products for over 10 years.

Over the years, we have initiated several projects driven by locals in the area. Here's an overview:

- In 2019, we initiated the first project in Nazarezinho do Meruú. The project involved establishing a plant nursery and community garden connected to the local school EMEIF São Sebastião, aimed at improving nutrition at the school and teaching students composting and vegetable cultivation, with great respect for preserving traditional, local cultivation varieties and methods. When construction was set to begin in 2020, the COVID-19 pandemic struck, putting the project on hold.
- In 2020, Rudolph Care donated DKK 150,000 in full from the sale of Açai Facial Oil to the Red Cross for their work in Brazil combating COVID-19. The support included emergency aid distribution, sanitation, rapid COVID-19 testing, and training a national team in psychosocial support and risk and disaster management.
- 2021 was still marked by COVID-19, and efforts were focused on planning the renovation of the local school, EMEIF São Sebastião. In spring 2022, when the rainy season ended, the village residents began work. The school's roof was repaired, eliminating rainy day closures so all 160 students can now attend school regardless of weather conditions. Installation of fans in classrooms reduced temperatures from approximately 36 degrees to 28 degrees Celsius. The renovation also included establishing a new preschool classroom, enrolling 28 children. Finally, the school is equipped with a water filtration tank providing clean, cold water for the children.
- The plant nursery and community garden project, paused in 2020 due to COVID-19, is being built near the local school, EMEIF São Sebastião, in June 2023. The garden has the capacity to produce up to 10,000 açai seedlings and approximately 1,000 vegetables annually. Production of açai seedlings will contribute to environmental restoration in areas where açai is harvested. The kitchen garden is integrated into school activities, allowing children to plant vegetable seeds and açai seedlings and learn about soil conservation. The produce from the kitchen garden is used as a supplement to school meals.
- In 2023, we committed to allocating funds to finance the construction of a multi sports court, as requested by the local community. This will provide the population access to community events and health initiatives, as well as a venue for physical education classes. Due to the project's scope, construction will span multiple years.





Impact Report

In 2023, an Impact Report was created, mapping the effects of our first projects in the Amazon, namely the plant nursery and community garden project and the renovation of the local school. Here is an overview of the effects of each project.

Renovation of the local school

- The local school, EMEIF São Sebastião, had approximately 20 closure days per year due to heavy rain. After the renovation of the school's roof, this problem has been solved, and our goal of no closure days due to rain has been realized.
- The average temperature for the school has decreased from 36 degrees Celsius to 28. This improvement is due to newly purchased fans and better air exchange.
- As a result of the renovation, the school has been able to establish a class for early childhood education for 28 children and ensure that they have all the necessary supplies, such as desks, notebooks, pencils, etc.
- A filtration system and drinking water fountain have been installed at the school to ensure clean drinking water for the children during school hours.

Plant nursery and community garden

- Ensures fresh vegetables for the students' lunch.
- Has inspired five of the students' families to establish their own vegetable garden.
- Has built a capacity to produce 10,000 açai seedlings annually.
- Has provided six people the opportunity to teach the children about the specific soil conditions in the Amazon and the challenges that come with cultivating the land.

Inclusion, diversity and representation

Inclusion, diversity, and representation are core values at Rudolph Care, and we are committed to creating an environment that reflects a wide range of perspectives and experiences. We continuously strive to be an inclusive and socially responsible workplace with room for everyone – this applies to colleagues, partners, suppliers, customers, and our community in general.

In the fall of 2021, we established an internal diversity working group that works across the company to implement initiatives aimed at making Rudolph Care a more inclusive workplace – and an inclusive brand. This work has continued into 2023. We always aim to represent diversity in our campaigns and overall visual expression and we understand the importance of reflecting this diversity internally within our own team. We are working to improve this through our recruitment process.

Our efforts around inclusion, diversity, and representation are an ongoing process, and we are dedicated to making meaningful progress. Just like responsible skincare, this doesn't happen overnight, but we hold ourselves accountable by continually learning.

If you have any input for us regarding inclusion, diversity, and representation, feel free to reach out at contact@rudolphcare.com



Work environment and well-being

As a company, we prioritize creating a healthy environment that enables our employees to thrive and perform optimally during working hours. We want to be a workplace that supports well-being and a healthy lifestyle.

- All employees have health insurance.
- After 9 months of employment, you are entitled to full salary and pension contributions during maternity leave, parental leave, and/or co-parenting leave.
- We prioritize and offer physical training and yoga to all employees.
- We offer learning and inspiration for the team as well as the individual employee.
- We have a Work Environment Organization consisting of an employee and a management representative, the purpose of which is to continuously make concrete suggestions for improvements to the work environment.
- Due to our desire to involve all departments and create a forum where the entire company can provide input and suggestions for action, we have a diversity working group and a sustainability working group. All suggestions and input from the groups will be presented to either the management or the Board, depending on scope.



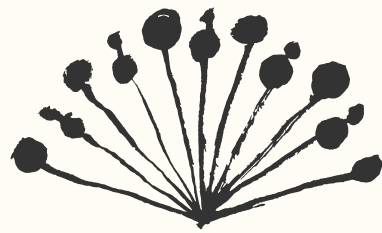
Pitstop 2023

That, in brief, was a status update on Rudolph Care's responsibility work in 2023. At the time of writing, we have already moved on and are optimizing wherever we can. We hope you have gained insight into how we work with responsibility and sustainability at Rudolph Care. As mentioned, we do not see the subject as a defined goal that can be achieved, but rather as a continuous effort. That is why we will reach our milestones as we learn more, and when our ambitions are practically possible for a company of our size.

We hope you will continue to follow along, and we would love to hear from you if you have any questions or suggestions for our future work. You are always welcome to reach out to us at contact@rudolphcare.com.

Best regards
Team Rudolph Care and Andrea Elisabeth Rudolph





RUDOLPH CARE
BY ANDREA RUDOLPH