

Integrated Health, Safety and Environmental Management

Our actions relating to management of the environment, and health and safety are focused on guaranteeing safe and efficient operations that are in line with the objectives and targets of our Commitment to Life.



project implemented a Firefighting System using only collected rainwater.

In 2024, 50% of all the products manufactured by Natura in Latin America were produced in plants certified with the ISO 14001 international norm that establishes standards for environmental management¹. We made advances with a set of targets designed to reduce the consumption of energy and water resources in all our operations in Latin America, including manufacturing and distribution centers.

Our perspective on matters such as water, waste and energy go far beyond controlling the impact on our own operations; they also take into consideration the life cycle, focusing on conservation and the aspects involving the value chain and post-consumption, in addition to manufacturing and operational efficiency.

Natural resources

The process of integrating the factories, which should move forward in 2025, is one of the analytical sources for our results over the course of the forthcoming reporting period. Amongst the key-actions involved in energy efficiency are the replacement of the ethanol-powered boiler in Cajamar with biomethane, the entry of a long-term agreement for the use of renewable energy for the company's direct operations in Mexico, and studies to enable the implementation of an electric boiler in Celaya (Mexico), replacing the current one which is powered by natural gas.

In relation to the consumption of water internally, we have a Water Quality Policy, as well as regulations for the discharge of effluents and water quality monitoring standards, whilst also considering the profile of the bodies of water to guarantee that we do not cause adverse impacts. In 2024, 9.16% of the water we used was reuse water.

GRI 303-5

In 2024, we finalized a water reuse project in Guarne, Colombia. The aim has been to reuse 100% of the waste waters treated at the distribution center, and use 100% of the rainwater collected to supply the Firefighting System, thus eliminating the need to use drinking water for this purpose. Implementation of this measure forms part of the mitigation strategy designed to tackle climate change.

Waste

The impact management actions cover the entire value chain and are related to initiatives focused on circularity and the efficient use of materials in the manufacture of products and management of discharge materials at the factories and logistics centers, as well as in administrative and outsourced areas.

Occupational health & safety
GRI 403-1, 403-2, 403-5, 403-6, 403-9, 403-10

Natura has its own in-house occupational health and safety management system compliant with the ISO 45001 and with Brazilian regulations. It covers 100% of the employees, as well as service providers, temporary workers and visitors in all operational activities. By means of this system, we meet a series of Brazilian and International legal demands, including labor laws, guidelines established by the Ministry of Labor's Prosecutions Department (MPT), and inspection requirements.

The system covers our direct employees, activities and places of work directly related to the company's operations. It does not include distribution center branches, since these are independent establishments which follow specific contractual health and safety obligations. However, we do regularly audit these spaces.

The healthcare initiatives are offered to our employees and these include medical and occupational services and the SerenaMente scheme, which involves the mapping of psychosocial factors, as well as risk control programs. Some of the benefits, such as telemedicine, psychological support and programs designed to help control serious

illness, extend to include family members and up to four individuals who may include members of the employee's extended family or friends.

In 2024, we recorded 12 work-related accidents requiring communication involving direct employees and two with outsourced workers. No fatalities were recorded. Four work-related illnesses were communicated during the period.

FIND OUT MORE

Read about all of Natura's health, safety and environmental indicators in Latin America in more detail in the [Databook](#).



Footnotes:

¹ The calculation base includes the amount produced at the certified sites (Cajamar, Celaya and Moreno) compared to the total volume produced at all the sites (Cajamar, Ecoparque, Interlagos, Celaya and Moreno).