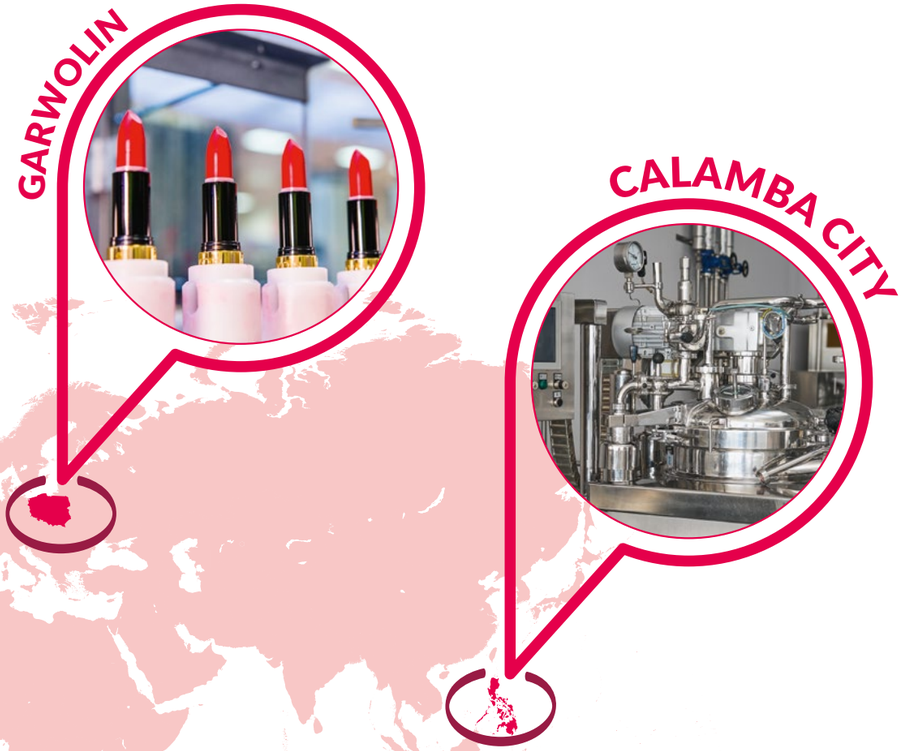
AVON



where beauty meets scale

a billion-capacity powerhouse

contract manufacturer



Where beauty meets scale – a billion-capacity powerhouse. Our highly automated manufacturing sites in Garwolin, Poland, and Calamba City, Philippines, stand at the forefront of the beauty industry. For several years now, we have been a trusted partner for well-known brands on the market. We support sustainable choices and offer end-to-end solutions, from R&D to large-scale manufacturing, ensuring efficiency, quality, and innovation. We invite you to build successful co-manufacturing partnerships and high-quality outcomes with us. Reliability, flexibility, and technical expertise – ALL UNDER ONE ROOF.

All under one roof

R & D + **Suppliers** + **Manufacturing** + **Warehouse** + **Distribution**





Avon site in Garwolin, Poland

Avon Operations Polska (AOP)

inaugurated
1997

floor size
50k m²

site
196k m²

employees
700

The core of the supply chain for Avon International

The largest and the most technologically advanced Avon factory

Avon SC Hub for EMEA Region

Serves 30+ markets across globe incl. Asia and Africa



Avon site in Calamba City, Philippines

Avon Products Manufacturing, Inc. (APMI)

inaugurated
1999

floor size
26k m²

site
70k m²

employees
300

Low conversion cost site

High flexibility to manufacture different MOQS

Avon SC Hub for APAC Region

Serves 8 markets across APAC and Globe

Formula

We are a home to a new research and development facilities where we deliver remarkable market-relevant formulations with world-wide standards at an affordable price. Our formulas are:

- Developed according to all current regulations
- Developed for individual market according to global and local regulations
- Developed using only raw ingredients approved by Cruelty Free International.
- Dermatologically tested
- Developed in cooperation with world's leading fragrance houses
- Tested in international certified laboratories

Packaging

Our commitment to excellence is reflected in our partnerships with world-renowned industry leaders, ensuring that our packaging meets the highest standards of quality and innovation.

Our modern supplier base offers a wide range of the most innovative packaging produced from many sustainable material types, either recyclable or nanomaterials. Our materials:

- Plastic: Versatile and durable, perfect for a wide range of cosmetic products.
- rPET: Eco-friendly recycled PET, reducing environmental impact without compromising quality.
- PET: Lightweight and strong, ideal for clear and attractive packaging.
- PP: Resistant to chemicals and moisture, ensuring product integrity.
- HDPE: Robust and reliable, suitable for various cosmetic containers.
- Aluminum: Sleek and recyclable, offering a premium look and feel.
- Glass: Elegant and timeless, perfect for high-end cosmetic lines.

We also offer products with different dispensing solutions as well as complex make-up packaging produced from mono materials with different finishes (slimline, trimline) or custom shapes.



Technology landscape



	Product	Formula & Packaging
Fragrance	• **Fragrance EDT/EDP** • **Travel Sprays & Rollettes** • **Splash Colognes** • **Body Mists/ Spritzes** • **Samplers**	**1. Hydroalcoholic (fragrance) – macerated/not macerated** • With screw on, push over or **crimp** pumps: glass and plastic bottles • With plug: plastic and aluminum bottles • With flip top caps: plastic bottles or spray through pumps **2. Others** • Disinfectants: plastic bottles with flip top caps • Room sprays: plastic bottles with spray through pumps
Face & Body Care	• **Creams – Glass & Plastic** • **Shampoos & Conditioners** • **Shower Gels** • **Body Lotions** • **Roll-on Deos & Deo Creams** • **Bubble Baths**	**1. Emulsions with different viscosity and different types: o/w; w/o silicones** • Body lotions: bottles with flip top caps, bottles with pumps, jars, tubes • Creams: tubes, glass or plastic jars, airless systems • Body butters, body creams, body souffles, body yogurts: jars and tubes • Face masks, peel off masks: tubes • Sun protection: tubes, bottles • Serums – plastic and glass bottles with pump, glass droppers • Cooling formulas: plastic bottles with pump **2. Surfactant systems with different viscosity ranges** • Shampoos, shower creams, shower gels, bubble baths, liquid soaps • Micellar waters, face toners (incl. talc, astringents): plastic bottles with flip top caps • Facial cleansers: tubes • Face, hair, body, foot scrubs: tubes or plastic jars • Face cleansing foams: plastic bottles with pumps • Feminine hygiene products: plastic bottles with pumps or flip top caps **3. Gels** • Face and eye gels: tubes and jars • Styling hair gel: tubes • Foot gels: tubes • Shaving gels: plastic bottles with pump • Brow gel: tubes **4. Oils** • Hair and body oils: plastic bottles with flip top caps • Baby oils: plastic bottles with flip top caps • Bath oils: plastic bottles with flip top caps • Dual phase oils: plastic bottles with flip top caps or pumps • Massage oils: plastic bottles with flip top caps **5. Others** • Depilatories: tubes with spatulas • Peeling pads: plastic jars • Restoring cuticle cream • Samples: sachets
Color	• **Lipsticks** • **Lip Glosses** • **Lipbalms** • **Mascaras** • **Foundation** • **Samplers**	**1. Liquid color products** • Lipsticks: base mechanisms, bottles with brush • Concealers: sticks • Lip glosses: bottles with brush • Lip oil: bottles with brush • Foundations: glass bottles with pump • Highlighters: tubes • Primers (spray): tubes • Nail setting spray: bottles with pump • Make-up removers: bottle with pump or plug or flip top **2. Sticks** • Filled to metal and silicon molds • Filled directly to the component: lip balms in sticks, lip masks in tubes **3. Others** • Samples – lipsticks 0.6 g



Operating as one central hub with E2E capability under one roof

Systems

- Modern ERP/MRP Systems
- Fully automated reconciliation and traceability
- Automated data flow
- Online performance monitoring and reporting

Avon Garwolin, Poland

38
production lines

2240
raw ingredients

55
mixers

6600
components

5400
SKUs

500+
formats

2000
formulations

Avon Calamba, Philippines

26
production lines

795
raw ingredients

16
mixers

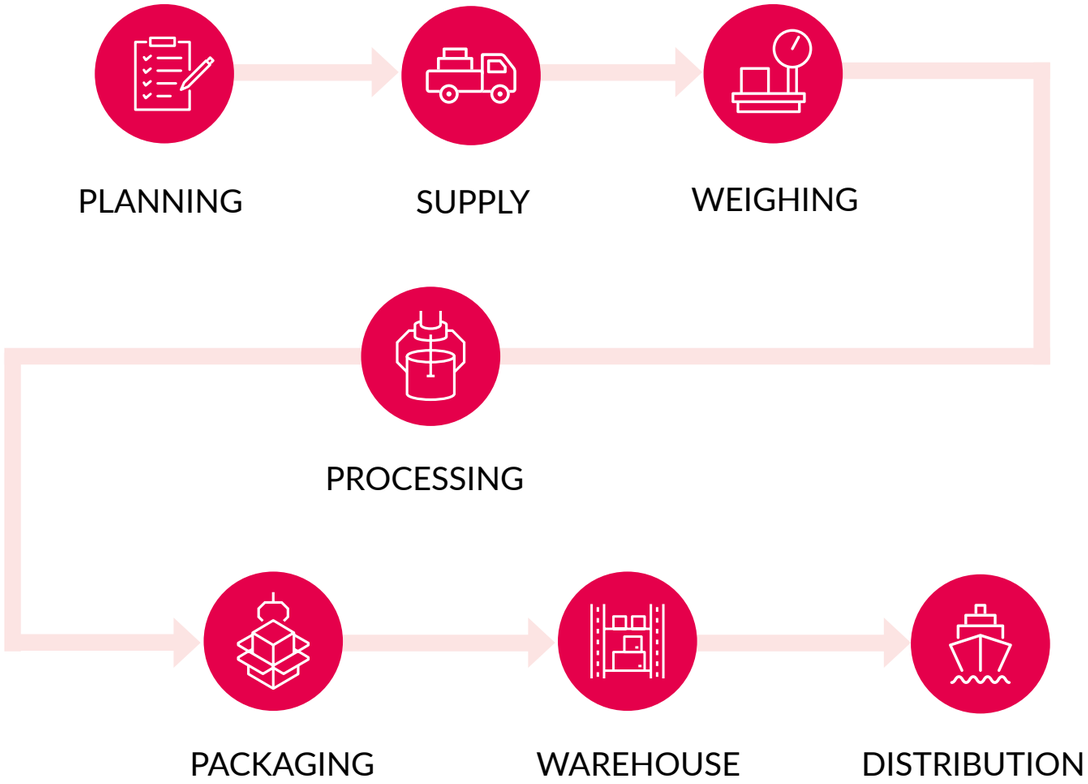
885
components

700
SKUs

300+
formats

500+
formulations

Production process



Co-manufacturing scenarios

	Short Description	Estimated Lead Time (after contract sign off)
Scenario 1 **Mixing & Filling (new development)**	Formula and packaging created and specified by the client, with industrialization carried out at Avon.	**30 weeks**
Scenario 2 **Avon Product incl. minor reformulation/ Client's Label**	Avon formula & components. Minor formula and packaging adjustments made to meet the client's needs.	**20 weeks**
Scenario 3 **Private Label**	Avon products, relabeled using the client's artwork on labels, cartons, sleeves, etc.	**6 weeks** (+ lead time on printed components)
Scenario 4 **Filling**	In and out process – client's formula and components, with Avon providing filling services only.	**6 weeks**
Scenario 5 **Gift Sets Assembling**	In and out process – client's products/ components, with Avon providing assembling services only.	**5.5 weeks**



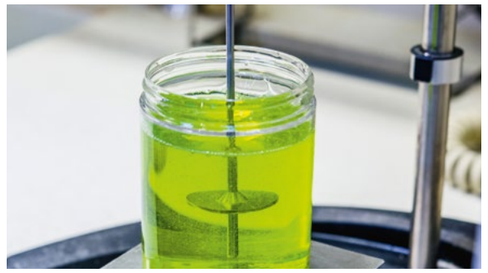
Research and Development

- Over 130 years of experience in product development for different markets
- Formula is being developed according to target group expectations
- Highly qualified Avon's safety team performs safety check of every formula
- Micro, formula development team, process engineers, package engineers and package testing laboratory under one roof – work from the ideation phase to launch the product
- Clinical testing team responsible to prove clinical claims

Our commitments



- **Carefully selected raw materials**
  Each ingredient is carefully selected. As far as possible, we give priority to raw materials that are natural, local, certified organic and from fair-trade production channels.



- **Short INCI lists, with no controversial ingredients**
  We are experts in formulating cosmetic products with short, clean INCI lists, avoiding all superfluous or controversial ingredients.



- **Green packaging, zero-waste oriented**
  All the products we manufacture must have a limited impact on the environment: glass and aluminium containers, recycled packaging, cardboard boxes, refills, etc.

Avon certificates

AOP	APMI
ISO 14001:2015 Environmental Management Systems	
ISO 45001:2018 Occupational Health and Safety	
ISO 9001:2015 Quality Management System	
Cruelty Free INTERNATIONAL	
PN-EN ISO 22716:2009 Cosmetics Good Manufacturing Practices	ISO 22717:2007 Cosmetics Good Manufacturing Practices
SMETA®	Certificate of Authority to Operate (CATO) Chemical Laboratories
FAIRTRADE Certification for Cocoa	

Purpose and sustainability at our core

- Consistent reduction of water, waste and carbon emissions across our operations for over a decade
- Ambitious Science-Based Targets to reduce carbon emissions and achieve net zero by 2025
- Zero waste to landfill across our operations
- Committed to traceability and certification across our critical supply chains including certified palm, paper and mica
- Reducing virgin plastic use and increasing recycled packaging materials
- We aim for 50% recycled content for all plastic used (in weight) by 2030
- We aim for 100% reusable, recyclable, or compostable packaging by 2030
- On track to deliver 95%+ biodegradable formulas by 2030
- 100% of beauty and personal care products are approved under the Cruelty Free International Approval Programme.
- Over $1bn donated to women’s health and wellbeing
- Award-winning campaigns promoting breast health

”We have a state-of-the-art machinery park and advanced technology, enabling the production of a wide range of products while ensuring the highest quality standards. Our clear market advantage lies in our ability to produce on a large scale, but also in smaller batches, with all the benefits this brings.

Jakub Żurowski
Avon Operations Polska Plant Director



Contact us!

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