

AVON

Corporate Responsibility Report

Avon International 2025





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Introduction: A better world for all



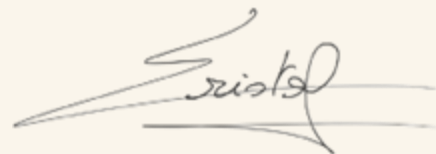
What drives Avon is our purpose to create a better world for all. Every year, our products, campaigns, partnerships and initiatives help us engage with millions of people around the world. Through our business activities and social programmes, we aim to support access to economic opportunities, raise awareness of important issues, and contribute to the communities where we operate. This approach is an important part of what makes Avon different.

2025 was a year of change for Avon, and I am proud that through it all our commitment to purpose never wavered. As we begin a new chapter in our history, this report reflects on a year of real progress.

Our purpose came to life in communities everywhere. The Pink Campus Tour in the Philippines brought life-saving breast health knowledge to more than 10,000 students. In Slovakia, our award-winning AI breast health companion Avelina helped women take proactive steps for their health. And in Poland, our team was recognised for work that has co-funded more than 75,000 ultrasound scans.

We invested in the people who make Avon what it is. Our Beauty Adviser Expert Skincare programme won Silver at the Learning Technologies Awards, and Representatives who took part grew their skincare sales by 14% on average. We were also proud to be named Best Cruelty-Free Beauty Brand at the 2025 Global Green Beauty Awards, and to continue our progress on packaging, waste and emissions.

There is more to do, and we are honest in this report about our successes and where opportunities lie. With strong foundations in place, I am excited about what we will achieve together in 2026.



Kristof Neiryck

Sustainability at Avon

At Avon, sustainability means doing business in both socially and environmentally responsible ways.

Our Sustainability Growth Vision, which guides our Sustainability Strategy, involves protecting our planet, investing in people, and making our products more sustainable. Under these three interconnected pillars, we have sustainability goals to help us achieve our vision.

This report outlines our 2025 progress towards these goals, and the appendix includes more detailed performance data. Overall, we're making promising progress but there is always more to be done.

Our Sustainability Pillars

PEOPLE



- Invest in women and their communities
- Embed diversity, equity and inclusion
- Uphold human rights

PLANET



- Tackle climate change
- Reduce impact on biodiversity and nature

PRODUCTS



- Embrace circularity in all our products
- Champion cruelty-free products
- Trace and/or certify critical supply chains



ESG and governance

This report covers the 2025 calendar year, when Avon was operating under the governance of Natura Cosméticos.

It focuses on Avon International, which covers operations in Europe, the Middle East and Africa (EMEA), and Asia Pacific (APAC).

As of 1st January 2026, Avon International became part of the Regent LP portfolio.

Avon's Enabling Leadership Team has ultimate responsibility for our Sustainability Strategy and Climate Transition Plan. They are supported by the Sustainability Network of Excellence, which includes our Head of Sustainability & ESG and individuals and teams from every major department with responsibility for delivering different elements of our sustainability strategy.

Responsibilities for assessing and managing ESG, ethics and compliance matters are delegated in an integrated way across our business divisions, with responsibilities distributed across commercial, finance, operations and people and talent teams.

In 2025, oversight of sustainability and climate-related matters was provided by the ESG and Sustainable Growth Committee, led by our Head of Sustainability & ESG. The Committee was responsible for guiding our sustainability strategy and monitoring performance against agreed goals and commitments. Quarterly meetings involving relevant Executive Leadership Team members enabled effective governance of ESG matters, facilitated cross-functional decision-making, and ensured consistent tracking, reporting and delivery of sustainability initiatives. The Committee also served as a mechanism for identifying and resolving barriers, coordinating actions, and leveraging opportunities across the organisation to accelerate progress towards our sustainability objectives

Sustainability workstreams were responsible for managing and reporting on their carbon reduction and sustainability initiatives to the ESG and Sustainable Growth Committee each quarter. The workstreams tracked their emission savings and are responsible for innovation in their core areas.

In 2026, following Avon's transition into Regent LP portfolio, we expect our governance structure to evolve and we will report on any changes accordingly in next year's disclosure.



Our Associates are at the heart of Avon.

As a purpose-led company built on relationships and community, we are committed to creating an environment where people can thrive, develop their skills and build meaningful careers.

In 2025, we continued to support our Associates through a combination of learning opportunities, wellbeing initiatives and inclusive workplace practices designed to help individuals grow personally and professionally. Our approach is grounded in respect, fairness and equal opportunity, with diversity, equity and inclusion embedded throughout our business and reflected in our policies, culture and ways of working.

We believe that everyone should feel empowered to bring their whole selves to work. Associate Resource Groups (ARGs) play an important role in fostering connection, belonging and advocacy across the organisation. Open to all Associates, these networks provide valuable opportunities for learning, support and feedback while helping to shape our policies and workplace experience. In 2025, our ARGs included:

- Race & Ethnicity
- Women's Network
- PossAbility (Disability Inclusion)
- Pride (LGBTQIA+)
- Allies Against Abuse
- Care Circle (Parents and Caregivers)

Supporting employee wellbeing remains a key priority.

In 2025, our Good Vibe Tribe expanded its mission globally and began offering weekly wellbeing activities, including yoga, meditation and mental health sessions, helping Associates prioritise their physical and emotional wellbeing.

We also continued to invest in skills development through accessible digital learning opportunities. Between October 2024 and the end of 2025, Associates viewed more than 30,000 learning videos, with over 1,400 hours spent developing new capabilities. The most popular topics included artificial intelligence, project management and business analytics, reflecting the evolving skills needed in today's workplace.

Creating a fair and equitable workplace remains central to our people strategy. Every Associate is paid at least the Living Wage, and we continue to monitor pay equity across the organisation.

Women have long played a vital role in Avon's success, and gender representation continues to be an important area of focus. At the end of 2025, the proportion of women in senior leadership roles was at 40%. We remain committed to creating opportunities for diverse talent and strengthening gender representation as the organisation continues with transformation in 2026.

Our global network of over one million Avon Representatives is at the heart of our business model.

Through their entrepreneurial efforts and customer relationships, they contribute to our commercial success and support our mission to create opportunities and a better future for communities worldwide.

We believe in creating flexible opportunities for people to earn and learn, on their own terms and in their own way. Our Representatives run their businesses independently. As their own boss, they have complete freedom and flexibility over their schedule and business goals.

Some of our Representatives run their Avon businesses full-time, while others are part-time beauty enthusiasts, selling Avon alongside other full- or part-time work and some are simply beauty fans who want direct access to the latest beauty trends!

We support each of our Representatives around the world to achieve success – whatever that looks like for them – by providing the tools, training, and opportunities to help them prosper.

Avon UK's Beauty Adviser Expert Skincare Programme

In 2025, the Beauty Adviser Expert Skincare programme won Silver in the Best Learning Technologies Project (Commercial Sector, UK) category at Learning Technologies Awards, standing out among more than 400 entries from over 30 countries.

Developed by our global and UK training teams alongside external skincare experts, the programme delivers certified learning that measurably strengthened Representatives' businesses. Participants in this training programme grew their average monthly skincare sales by 14%, and 93% agreed it had increased their skincare sales. Building on this success, we plan to launch this programme in more countries through 2026.



"I really enjoyed the course. Some of the modules were challenging, but it is good to be pushed out of your comfort zone. I'm a lot more confident in Avon skincare and my business has grown since completing the course. Bring on the next one!"

- Polly Frayling, Beauty Adviser, Avon UK



Breast Cancer Awareness

In 2025, we continued making meaningful progress with Avon's Breast Cancer Promise around the world. With a mission for our global community to know the signs, the risks and how to take action when it comes to their breast health, we spent the year raising vital awareness and funds in some really exciting ways.

- **Philippines - Pink Campus Tour:** The #FeelYourself Pink Campus Tour is Avon Philippines' university-based campaign that brings its long-standing breast cancer awareness advocacy straight to the youth. In 2025, **the Pink Campus Tour visited 14 schools nationwide, reaching over 10,000 students.** Through empowering talks, interactive activities, and vital information on early detection, the tour sparked conversations, raised awareness, and helped equip the younger generation with potentially life-saving knowledge of the signs to look out for when it comes to their breast health.
- **Slovakia - Avelina:** In collaboration with breast cancer charity Liga Proti Rakovine, Avon Slovakia launched its award-winning Avelina: a free and intuitive AI breast health companion. Aligned to Avon's mission, **Avelina reinforces clinic-level guidance, verified by their local charity partner, encouraging users to take proactive steps for their breast health and signposting to support services for professional medical support.** This combined digital and offline effort helped break taboos around breast self-checks, clarified complex screening rules, and offered women a safe and inclusive space to learn and engage.
- **Italy - A Life-Saving Ad:** During Breast Cancer Awareness Month, Avon Italy gave visibility to prevention through a full-page ad in DonnaModerna, one of Italy's most-read women's magazines. **In partnership with the Italian League for the Fight Against Cancer (LILT), the initiative allowed 200 readers to book a free breast screening at LILT centres in Milan, Rome, and Palermo, simply by scanning a QR code.** A simple yet powerful gesture. This initiative from Avon Italy made prevention accessible and tangible.
- **Italy - When Causes Meet:** Avon Italy acted as a bridge between two third-sector organisations fighting different but equally important battles: breast cancer and domestic violence. Thanks to Avon's support, Fondazione Libellule Insieme ETS and WeWorld launched a meaningful collaboration. **In WeWorld's Spazi Donna - safe spaces for women in vulnerable socio-economic conditions -free breast screenings were offered.** This initiative united health and dignity, beauty and rights, in a project that amplified the social value of both missions.



In celebration of the team's purpose work across the breast cancer and domestic abuse causes, Avon Poland was awarded the "Icon of Women's Support" from Wizaż.pl.

Avon Poland has co-funded more than 75,000 ultrasound exams and supported 25,000 girls learn how to perform breast self-exams.

Helping to End Violence Against Women and Girls

In 2025, Avon's Equal Futures Fund aimed to help dismantle gender bias, advance gender equity and create a safer, more equitable world for all. Through targeted 1-year grants of up to \$50,000, we partnered with a network of NGOs in 12 countries to continue and expand their critical work in dismantling gender bias in all its forms.

- In Turkey, The Federation of the Women's Association engaged 200 media professionals to report on digital abuse in a rights-based and victim centered lens, changing policy to transform media to a digital safe space for gender equality and child rights.
- In the Philippines, Gender Watch Against Violence and Exploitation (GAWE) facilitated free access to the justice system for disadvantaged women and girls. Engaging local governments in Ending gender-based violence policies and programmes, providing training for frontline workers, strengthening legal services and ensuring faster access to justice for women and girls.
- In South Africa, Shared Value rolled out phase one of 'GRACI': a new framework enabling workplaces to conduct risk assessments including severity scorings across physical, psychological and structural violence risks.
- In Avon Romania the team launched "Bloom", a limited-edition 100% cotton t-shirt collection created in collaboration with RETRO FUTURE, a Romanian fashion brand founded by Alina Ceuşan, one of the country's most influential digital creators and entrepreneurs. This collection wasn't just about fashion but making a statement — for healthy relationships, for self-confidence, and for every woman who's ever needed a reminder of her strength. 100% of profits from every t-shirt sold was donated to **"In a Relationship"**; a long-running educational program that helps young people in Romania understand what healthy relationships look like. For nearly a decade, Avon Romania has been the main supporter of the **Friends for Friends Foundation** initiative, which empowers teens to recognise toxic behaviors, set boundaries, and build relationships based on mutual respect. Over the past year alone, the program reached more than 1,500 teens through workshops, and over 1 million people online.

Read more about all projects funded here: [The Equal Futures Fund](#)



"NO MORE is proud to partner with Avon on this critical effort to dismantle gender bias and prevent gender-based violence. By fueling honest conversations, increasing awareness of existing biases and discrimination, and investing in community education, we know this initiative will drive lasting and meaningful change. It's imperative not just for women and girls, but for everyone to live in a more secure, respectful, and prosperous world."

- Pamela Zaballa, CEO of NO MORE

All Avon Associates are encouraged to spend up to three working days* per year volunteering within the community, in support of charities of their choice.



The Italy Communications team volunteered at the **Cometa Association in Como**, supporting children and families facing financial and social challenges. The team helped prepare the facilities, shared lunch with the children, listened to their stories, and supported them with their homework.

"Taking a day away from everyday life and immersing ourselves in the realities these children face was an incredibly meaningful experience. Listening to their stories and spending time together was truly rewarding."



In September, Marlena, Head of ESG and Sustainability, volunteered with the **Rak'n'Roll Foundation** during the Warsaw Marathon, supporting fundraising efforts, promoting breast cancer awareness and early detection, and standing alongside cancer survivors.

"For me, this is especially meaningful because my professional life has always been about doing good and creating a positive impact. I'm truly grateful to be able to combine my passion for helping others with my daily work mission."



Colleagues in Romania took part in a volunteer activity organised by the **Pe Stop Foundation**. Together, they prepared 200 menstrual hygiene kits that were distributed in December to women in vulnerable situations. It was a small but meaningful gesture for our team, reminding us how valuable simple, heartfelt actions can be for women, even outside the Avon office.

We are committed to protecting human rights for all people across our business and supply chain.

Guided by international frameworks including the UN Guiding Principles on Business and Human Rights, we continue to take steps to identify, prevent and address human rights risks in our operations and supply chains, making further progress in 2025 towards our 2027 human rights goal.

In 2024 we completed comprehensive human rights risk assessments commissioned by Business for Social Responsibility (BSR), and their findings have directly shaped our work. We've extended our due diligence to additional categories of suppliers and a wider range of risk levels and informing new internal guidelines in priority areas.

We continued to strengthen our responsible procurement due diligence using the Sedex Radar tool to assess supplier risk and determine where third party social and environmental audits are required. In 2025, approved auditors completed 75 audits across higher risk countries.

For more detail on our approach to human rights and the steps we take to prevent forced labour and modern slavery across our operations see our [Modern Slavery Statement 2025](#).



We work to minimise the environmental impact of our daily business activities and embed sustainability into everything we do.

We aim to use resources efficiently across our operations and continuously improve our environmental performance.

Through responsible management of materials, energy, water and waste, we seek to reduce our environmental footprint while supporting sustainable business growth.

In 2025, we maintained our focus on minimising operational waste and increasing resource efficiency across our facilities. We're proud that we've sent zero operational waste to landfill since 2023, meeting a key sustainability goal.

We continued to strengthen recycling practices and improve waste segregation processes where feasible – 97.6% of generated waste was recycled in 2025.

We worked to optimise water use and identify opportunities to improve efficiency in our operations. We remain committed to improving resource efficiency and reducing the environmental impact of our operations, with particular focus on waste reduction, recycling performance, and responsible water management.



Decarbonising Avon

Our ambition to reach net zero by 2050 remains unchanged, and our Climate Transition Plan remains our base framework to get us there.

In 2025, our 2030 Scope 1, 2 and 3 emissions targets held validated status by the Science Based Targets initiative (SBTi) as part of the Natura &Co Group submission. These targets, and the methodology and level of ambition behind them, are applied consistently across all of Avon International and remained underpinned by our Climate Transition Plan.

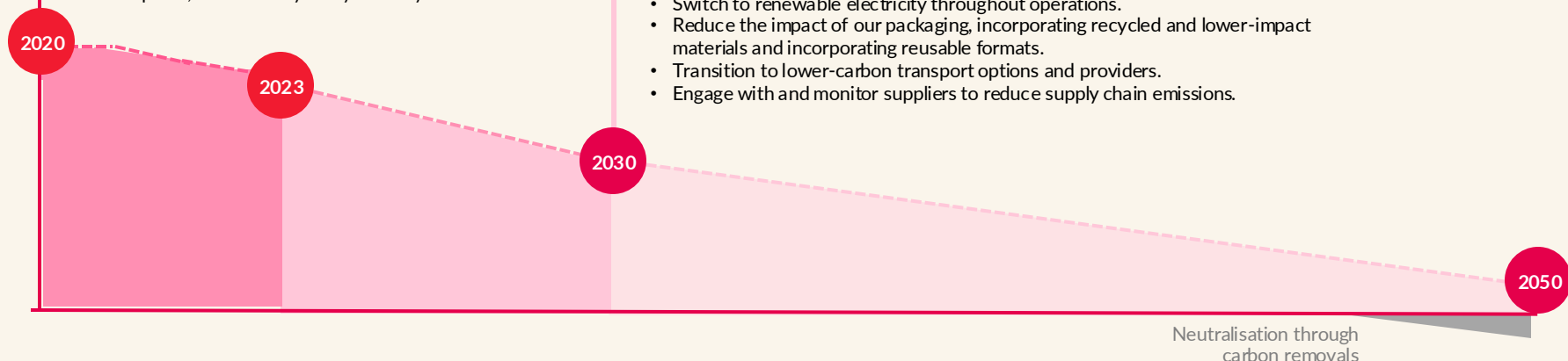
We continue to measure our emissions across all three scopes in line with GHG Protocol, applying a full life cycle and holistic approach across the six business areas that drive most of our carbon footprint – from the ingredients and packaging in our products to their transport and use. We adapt roadmaps as insights and technologies evolve and we maintain a close watch over our principal emissions sources so that effort stays focused where it has greatest effect.

Near-term actions

- Reduce absolute emissions by 42% by 2030, covering Scope 1, 2, and 3 from purchased goods and services, upstream transportation and distribution, and end-of-life treatment of sold products from a 2020 base year.
- 100% reusable, recyclable or compostable packaging.
- 100% of new formulas to have lower environmental footprints, measured by lifecycle analysis.

Long-term actions

- Reach net zero emissions by 2050, helping limit global warming to 1.5°C above pre-industrial levels in line with science-based criteria.
- Neutralise any residual emissions, up to a maximum of 10%.
- Work to gradually minimise the environmental footprints of our products.
- Switch to renewable electricity throughout operations.
- Reduce the impact of our packaging, incorporating recycled and lower-impact materials and incorporating reusable formats.
- Transition to lower-carbon transport options and providers.
- Engage with and monitor suppliers to reduce supply chain emissions.



Key action areas – Our sustainability workstreams

Operations	Packaging	Raw ingredients	Beauty +	Distribution and Transport	Consultant materials
Advance our carbon reduction plans in operations and monitor performance in our energy use and refrigerant gases across our sites.	Reduce carbon impact by evaluating the design, materials, durability, and acceptability of packaging from production to customers, while also embracing circularity.	Conduct product life cycle assessments on the formulas and ingredients of both new and existing products to identify and address emissions hotspots, while integrating circularity principles.	Manage the emissions associated with the products Avon sells but does not manufacture. This includes gift sets, clothing and electronic items.	Assess emissions reduction opportunities in the movement of goods and products through the product life cycle, from manufacturing locations to customers.	Embed sustainability within our omnichannel model, including our network of Representatives and the materials that they use.

We're passionate about making the world a better place and doing beauty differently.

Our sustainability vision is to create a better world for women, built on our belief that a better world for women is a better world for all.

As part of our sustainability journey, we've updated our palm and paper procurement policies and our high-risk materials requirements for suppliers to help reduce the environmental and social risks associated with the materials we use.

We aim for full traceability and/or certification of all palm oil we purchase.

We're working towards full certification for palm oil and paper used in our own operations by the end of 2027.

We've also strengthened our expectations for suppliers when it comes to high-risk materials. We now require full traceability to the country of origin for feedstock cultivation or mining.

We've developed dedicated guidelines for specific high-risk materials, helping us better manage and mitigate their environmental and social impacts. We expect all suppliers to follow these updated requirements, as well as our Palm and Paper Policies.

You can read the full policies here:

- [Sustainable Palm Procurement Policy](#)
- [Sustainable Paper Procurement Policy](#)
- [High Risk Materials](#)

High risk materials		Main use	Key potential risks in supply chain
Palm	→	 Product ingredient	  Environmental, Social
Paper	→	 Brochures, packaging	 Environmental
Cotton	→	 Apparel, home textiles, accessories, bags	  Environmental, Social
Soya	→	 Product ingredient	 Environmental
Mica	→	 Product ingredient	 Social
Cocoa	→	 Product ingredient	 Environmental, Social
Jasmine	→	 Product ingredient	 Social
Rose	→	 Product ingredient	 Social
Ethanol	→	 Product ingredient	 Social

Innovating sustainably

We continue to find new ways to reduce the environmental impact of our products, improving both their formulas and packaging while maintaining the quality our customers expect.

That consideration is applied across our full portfolio, including Beauty+, our fashion and home range. It is a significant contributor to our carbon footprint, so we continue to prioritize reducing its environmental impact in a number of ways.

Ultra Lipstick restage



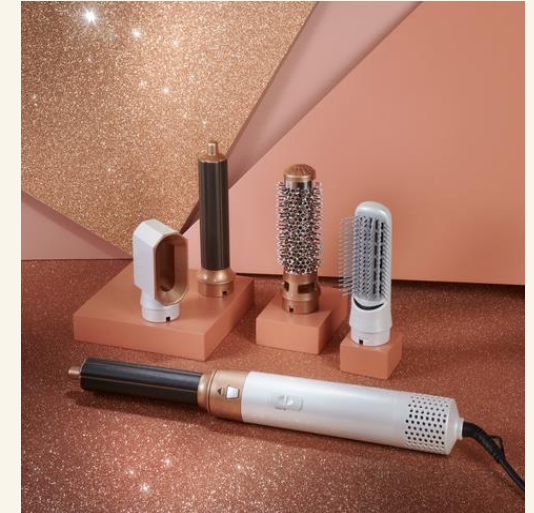
Our expert scientists gave the cult Ultra lipstick a major upgrade. The packaging of our Ultra Matte and Creamy lipsticks is now made from fully recyclable materials. Recyclable packaging is key to reducing our product footprint, particularly in lowering carbon emissions and plastic use.

Fragrance



In 2025 we introduced new machinery that enables us to deliver our Fragrance packaging with significantly less single-use plastic. By replacing the cello wrap with two secure labels, we're cutting plastic use by approximately 91% at a unit level, based on a weight comparison between the cello wrap and the two labels. This packaging update also contributes to lower carbon emissions, with estimated annual savings of around 13% of the CO₂e associated with our packaging, achieved by switching to lighter label materials.

Beauty tools



Our AirLUX Styler previously used a PET plastic tray insert, which has now been replaced with a fully recyclable cardboard insert. This change helps to remove fossil-based plastic from the packaging entirely and significantly improves recyclability.



We believe in beauty that's kind to people, the planet and animals.

Our goal is to deliver high-quality products while remaining committed to our cruelty-free approach. We are proudly approved by Cruelty Free International (CFI), a globally recognised approval programme for cruelty-free beauty products. For over 30 years, we have worked to develop products in line with our commitment to alternatives to animal testing and the rigorous criteria of the Cruelty Free International Approval Programme.

Achieving and maintaining CFI approval involves going beyond legal requirements to ensure that no animal testing occurs at any stage of product development. To ensure 100% of our beauty and personal care products remain cruelty-free we screened all our ingredients. Through this review process, we verified that our products are developed and manufactured without animal testing and in alignment with The Cruelty Free International Approval Programme.

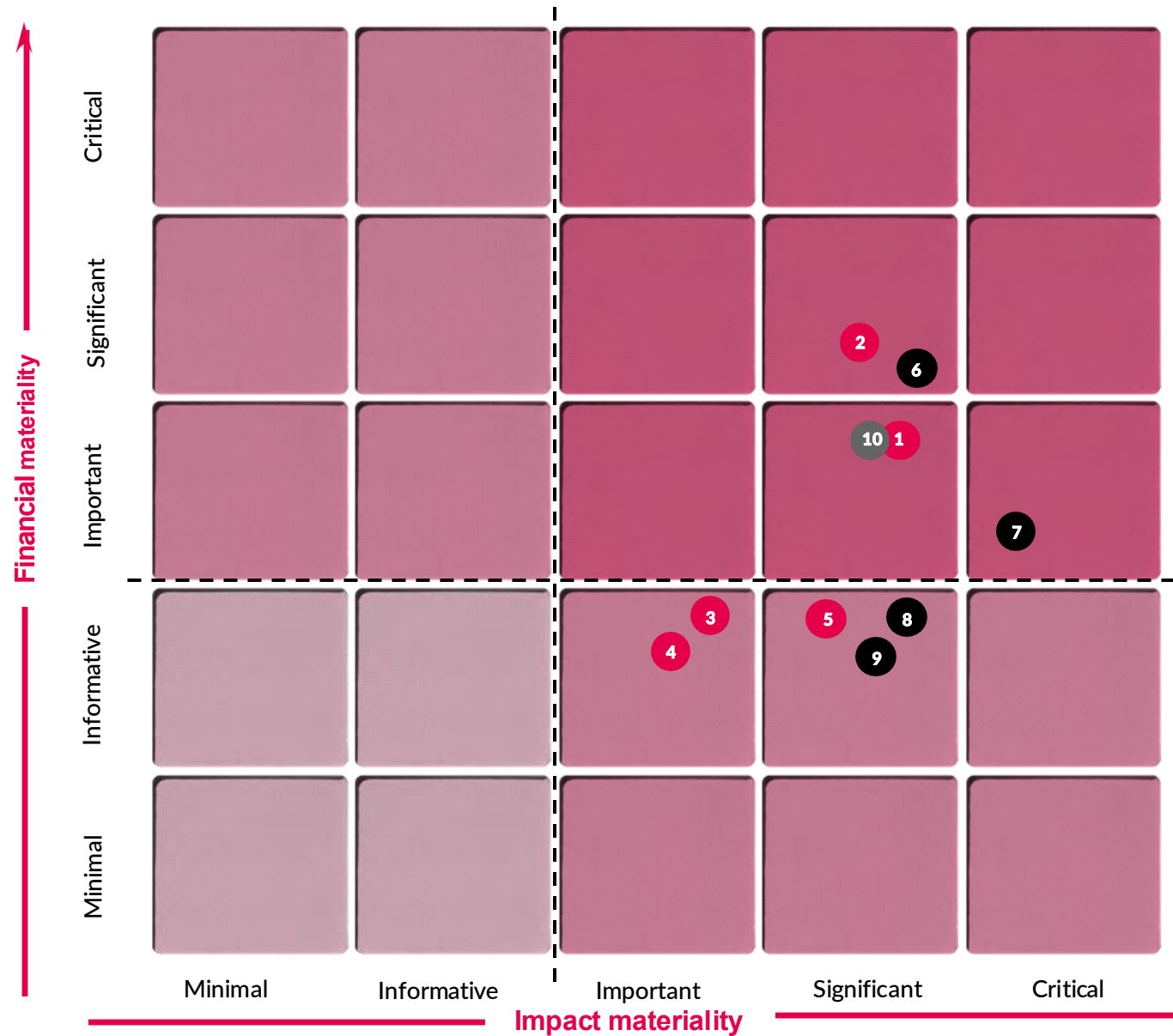
Our progress was recognized on the world stage when we were named Best Cruelty-Free Beauty Brand at the 2025 Global Green Beauty Awards: a proud moment for everyone involved in this journey. This recognition reflects the passion and dedication of teams across our business.



AVON

APPENDIX





In 2024, Avon conducted a double materiality assessment to identify the sustainability topics most relevant to our business and stakeholders. The assessment considered both Avon’s impacts on people and the environment, and the sustainability-related risks and opportunities that may affect the business. The operations of Garwolin manufacturing site most accurately reflect the material sustainability matters relevant to Avon International nature.

The results of Double Materiality Assessment conducted in Avon’s manufacturing site (Avon Operations Polska sp. z o. o., hereinafter: AOP) based in Garwolin (Poland) are presented in the materiality matrix:

DMA results reflect following stages: Peer analysis (benchmarking), questionnaire studies; Dialogue with internal and external stakeholders.

MATERIAL TOPICS

Environmental

- 1. Circular economy
- 2. Climate change

Social

- 6. Consumers and end-users
- 7. Own workforce

Governance

- 10. Business conduct

NON-MATERIAL TOPICS

Environmental

- 3. Water And Marine Resources
- 4. Biodiversity And Ecosystems
- 5. Pollution

Social

- 8. Affected communities
- 9. Workers in the value chain

The core of Double Materiality Assessment was the preparation of company's value chain. It was an underlying base for the analysis of the actual and potential impacts exerted by entity by way of examining i.a. AOP's suppliers (who also included in contractors and business partners), products and services offered, the organisational structure, clients and end users of the products and services offered by AOP, as well as product end-of-life and waste management.

UPSTREAM			AVON			DOWNSTREAM		
Suppliers & Contractors			Internal Processes			Use Phase End of Life / Waste		
Raw Materials	Components & Packaging	Services	Order Preparation	Production	Operational Processes	Supporting Functions	Usage	Waste
- Chemicals (Acids, Oils) - Natural Extracts - Specialty Ingredients Fragrance & Cosmetic Inputs	- Plastic - Paper & Cardboard - Glass - Packaging Elements - Semi/Finished Goods	- Logistics & Transport - IT - Legal, Tax & Audit - Hr - Facility Services	- Demand Planning - Commercial Planning - Order Management	- Manufacturing - Assembly - Filling & Packaging - Quality Control - Lab Testing	- Supply Chain Procurement - Logistics - R&D - Quality Assurance - Health & Safety	- Finance - HR - IT - Legal - Communication - Administration	- Product Use By Consumers - Consumption Patterns - Energy & Water Use - Customer Experience	- Hazardous Waste (Chemicals, Special Materials) - Non-hazardous Waste (Paper, Plastic, Glass, Metal) - Post-production Waste - Post-consumer Waste
Transport & Logistics								
Transport Of Raw Materials And Components	Warehousing	Internal Handling	Internal Logistics	Production Flows	Distribution Planning	Logistics Management	Transport To Representatives And Clients	Waste Collection And Treatment

Our Associates

Gender	Number
Women	2112
Men	1172
Gender not declared	1

The resources we use

Waste management:

Metric	Value
Total waste generated [t]	5,219
Total waste recycled [t]	5,093
Recycled Index [%]	97,6
Total waste sent to landfill [t]	3,657
Total operational waste sent to landfill [t]	0

Wastewater management:

Wastewater management measure	Total volume in m ³
Discharged	87,109
Treated	77,472
Recycled internally	19,624
Recycled externally	0

Water consumption

Water consumption	Total volume in m ³
Incoming water	180,446
Used in production	110,976
Used in products	27,617

Energy consumption

Non-renewable energy source	Total consumption in kWh
City heat	176,571
Diesel oil	651,093
Electricity	12,259,581
Fuel oil	0
LPG	5,256
Natural gas	13,107,143
Petrol	0

Environmental compliance:

- Number of environmental violations in 2025: 0
- Environmental certification: 25% of operations (2 manufacturing sites and 1 distribution centre):
- Avon Operations Polska (Poland, manufacturing): ISO 14001 - valid by 12/05/2028
- Avon Operations Polska (Poland, manufacturing): RSPO Supply Chain Certification Standard, version Feb. 2020 - valid by 02/08/2027
- Avon Distribution Polska (Poland, distribution): ISO 14001 - valid by 12/05/2028

Scope	Emission source	Emission [tCO ₂ e]
Scope 1	Direct emissions	6,581
Scope 2	Indirect emissions from purchased electricity - location based	8,315
	Indirect emissions from purchased electricity - market based	13,270
Scope 3	Category 1: Purchased Goods and Services (non-product related)	26,909
	Category 1: Purchased Goods and Services (product related)	137,009
	Category 2: Capital Goods	739
	Category 3: Fuel- and Energy-Related Activities	4,656
	Category 4: Upstream Transportation and Distribution	44,707
	Category 5: Waste Generated in Operations	35
	Category 6: Business Travel	1,417
	Category 7: Employee Commuting	2,013
	Category 8: Upstream Leased Assets	All included in Scope 2
	Category 9: Downstream Transportation and Distribution	19,714
	Category 10: Processing of Sold Products	Avon International does not conduct that activity
	Category 11: Use of Sold Products (Direct)	10,390
	Category 11: Use of Sold Products (Indirect)	490,908
	Category 12: End-of-Life Treatment of Sold Products	21,619
	Category 13: Downstream Leased Assets	All included in Scope 2
	Category 14: Franchises	6,837
	Category 15: Investments	Avon International does not conduct that activity

Avon International's greenhouse gas inventory for the period 1st January – 31st December 2025 has been prepared in accordance with GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The organisational boundary is defined using the operational control approach and covers Avon's International owned and operated sites, manufacturing, distribution and market operations across EMEA and APAC.

Emissions are reported in tonnes of carbon dioxide equivalent (tCO₂e) and include CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃. Global Warming Potentials are applied on a 100-year basis using IPCC 5th Assessment Report values.

Scope 2 is reported under both the location-based and market-based methods in line with the GHG Protocol Scope 2 Guidance. Activity data is drawn from internal financial, procurement, operational and supplier systems, supplemented by proxy data where primary data was not available. Emission factors are taken from published sources, including UK Government (DEFRA), supplemented by life-cycle and sector specific factors from third-party databases.