



November 2024

Laboratoires Dermatologiques d'Uriage- Business Operations in Russia & Belarus

In response to Russia's invasion of Ukraine, B Lab has implemented additional requirements for companies with business operations in Russia and/or Belarus. As Laboratoires Dermatologiques d'Uriage has business operations in Russia or Belarus, the company is required to meet such requirements outlined below in order to move forward with certification.

B Lab is implementing a **phase-in approach** composed of **(1) requirements applicable immediately** and **(2) requirements to be met by recertification**.

1. Respond to questionnaire (Annex I)

B Lab will require companies with operations (including subsidiaries and business partners) in Russia or Belarus to respond to the questionnaire in Annex I. The questions assess a company's ability to implement heightened human rights due diligence in line with UNGP and UNDP's guide on conflict-affected areas. The questions are designed to assess companies' ability to analyze changes in this context and to act accordingly, their willingness to ensure their own human rights commitments are respected, and their ability to identify tipping points, or stages of the conflict that would trigger specific decision-making by the company.

2. Implement heightened due diligence

B Lab will require for companies to publicly commit to have implemented heightened due diligence by the date of their next recertification, or within 36 months, whichever is later. Heightened due diligence is an **internationally-recognized best practice** and B Lab recognizes that implementing it meaningfully takes time. Within corporate contexts, the level of maturity on heightened human rights due diligence remains low and requesting companies to implement adequate processes in a short time would invariably lead to inadequate application, be irresponsible and/or result in claims of green/cause-washing.

With the publication of this disclosure, B Lab confirms that the company is currently meeting the above requirements. The company's responses to the Questionnaire can be reviewed below. If you or someone you know is aware of any specific practices of this company related to their Business Operations in Russia or Belarus that have had a negative impact, and that may constitute a violation of the B Corp standards, please contact us via our [public complaints procedure](#).

Company Responses to Questionnaire

Company Reaction to Russian invasion of Ukraine

Laboratoires Dermatologiques d'Uriage has 32 employees at its affiliate in Russia. The company respects labor laws and social rights while remaining vigilant about the well-being of its employees. It continues to provide benefits such as a canteen and maintains pleasant and functional working environments.

During the Russo-Ukrainian conflict, Laboratoires Dermatologiques d'Uriage decided to keep its operations in Russia to support its employees and their families. The company implemented a new Code of Ethics, which includes a Human Rights Policy that all employees have signed. Additionally, they established a "Speak Up" grievance communication channel. This reporting channel is available to anyone acting in good faith who wishes to report ethical concerns or dilemmas related to breaches of the Ethical Code or applicable laws.

Laboratoires Dermatologiques d'Uriage has revised its ESG governance process by establishing an ESG URIAGE Committee that meets monthly to report on the company's 2030 ESG agenda and risk management, including Human Rights due diligence as required by the EU CS3D. This team includes representatives from each business unit, including HR and Sustainability, and shares a status report with the URIAGE Executive Committee and the Board of Directors twice a year. The company is also working with external consultants on a UN Heightened Human Rights Due Diligence process, aiming for implementation by the end of 2025. Furthermore, they hold monthly meetings with their country manager in Russia and consult specialized providers to address these issues across the value chain before the CS3D takes effect in 2028.

Laboratoires Dermatologiques d'Uriage has maintained contact with its distributors in Ukraine and Russia, continuing to offer support. For example, the company has integrated a former employee from its Ukrainian distributor into its team in France. Additionally, Laboratoires Dermatologiques d'Uriage assists its employees with the visa process when they request to travel abroad for work and training.

Human Rights Due Diligence

Laboratoires Dermatologiques d'Uriage is a subsidiary of the PUIG Group. The PUIG Group is a signatory of the UN Global Compact and has established a Human Rights Policy. Since 2024, Laboratoires Dermatologiques d'Uriage has incorporated the PUIG Code of Ethics and all related policies, including the Human Rights Policy, into its operations.

In the event of a new conflict in one of Laboratoires Dermatologiques d'Uriage's operating areas around the world, Laboratoires Dermatologiques d'Uriage will assess the situation at the management team level (Executive Committee) and subsequently at the board of directors' level. Appropriate approvals will be made regarding any decisions to maintain or discontinue operations in the risk area.

Currently, Laboratoires Dermatologiques d'Uriage does not have dedicated human rights teams involved in these decision-making processes. Issues related to human rights are managed by the Executive Committee. Additionally, Laboratoires Dermatologiques d'Uriage has not yet developed a policy concerning the establishment of new activities in high-risk zones and has not implemented an enhanced due diligence policy for these areas.