



Laboratoires dermatologiques d'Uriage

Disclosure Report

Date Submitted: August 29th, 2025



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production of or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Biodiversity Impacts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Chemicals	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Alcohol	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Firearms Weapons	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Mining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Pornography	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disclosure Tobacco	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Energy and Emissions Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gambling	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Genetically Modified Organisms	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Illegal Products or Subject to Phase Out	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Industries at Risk of Human Rights Violations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Monoculture Agriculture	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Nuclear Power or Hazardous Materials	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payday, Short Term, or High Interest Lending	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Water Intensive Industries	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Advisory Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Breaches of Confidential Information	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Bribery, Fraud, or Corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company has filed for bankruptcy	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Consumer Protection	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Financial Reporting, Taxes, Investments, or Loans	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Labor Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Large Scale Land Conversion, Acquisition, or Relocation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Litigation or Arbitration	<input checked="" type="checkbox"/>	<input type="checkbox"/>
On-Site Fatality	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Penalties Assessed For Environmental Issues	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Political Contributions or International Affairs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Recalls	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Significant Layoffs	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Violation of Indigenous Peoples Rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company prohibits freedom of association/collective bargaining	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Company workers are prisoners	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Conduct Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Confirmation of Right to Work	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Does not transparently report corporate financials to government	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Employs Individuals on Zero-Hour Contracts	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Facilities located in sensitive ecosystems	<input type="checkbox"/>	<input checked="" type="checkbox"/>
ID Cards Withheld or Penalties for Resignation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No formal Registration Under Domestic Regulations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
No signed employment contracts for all workers	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Overtime For Hourly Workers Is Compulsory	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Payslips not provided to show wage calculation and deductions	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	Yes	No
Sale of Data	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tax Reduction Through Corporate Shells	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers cannot leave site during non-working hours	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers not Provided Clean Drinking Water or Toilets	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers paid below minimum wage	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Workers Under Bond	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Child or Forced Labor	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Environmental Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Negative Social Impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>	<input checked="" type="checkbox"/>



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Recalls

Laboratoires dermatologiques d'Uriage reported conducting 0 mandatory and 1 voluntary recall in the past five years, representing 0.001% of the company's products for the same period. When a product is recalled, various stakeholders such as customers, suppliers, investors, commercial partners, and local communities may face negative impacts, including health and safety risks, financial losses, loss of trust, damage to credibility, and other inconveniences. Certified B Corps must make their recalls transparent under their B Corp Profile.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration and Penalties

Issue Date	Ongoing
Topic	Labor lawsuits filed by company's former employees
Summary of Issue	Laboratoires Dermatologiques d'Uriage is a dermocosmetic company headquartered in France. In the last 5 years the company has had 16 labor lawsuits related mainly to wrongful termination claims.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The above mentioned cases were settled and closed representing less than 1% of the company's revenue at the time.
Impact on Stakeholder(s)	Financial impact on employees.
Resolution	(i) Settled cases: 16. The total amount claimed was 535.663 €. (ii) Pending cases: 8. The approximate total amount claimed is 534.610 €.
Implemented Management Practices	<p>Laboratoires dermatologiques d'Uriage launched the Code of Ethics with a special online training module with role playing scenarios along with a "Speak Up" reporting channel.</p> <p>The company also has implemented the following management practices to avoid these labor issues from happening again:</p> <ul style="list-style-type: none">- Management education on soft skills (emotional intelligence, solving an internal conflict);- Partnership with staff representatives and increased communication with teams before implementing important changes;- Training on positive behaviors, gestures & posture.- Awareness actions on the wearing of equipment to avoid work accidents.- New internal onboarding process with presentation to the other teams;- Closer partnership with temporary agencies to increase security training.



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Animal Testing

Topic	The company is required to undergo mandatory animal testing by law.
Summary of Issue	Laboratoires Dermatologiques d'Uriage is a dermocosmetic company whose portfolio includes baby-child care items and items considered special-use cosmetics in China, such as solar products, which are legally required to be tested on animals in the Chinese markets where they operate.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	From January 2023 to May 2024, 8.2% of the company's products were subjected to animal testing, while since May 2024, 1.5% have undergone such testing.
Impact on Stakeholder(s)	Animal testing and experimentation is widely used to develop new agricultural products and to test the safety of other products. Many of these experiments can cause pain to the animals involved or reduce their quality of life in other ways.
Implemented Management Practices	<p>Since January 2023, the company has begun to avoid conducting animal testing for general cosmetics sold in China. On May 15, 2024, the company obtained a GMP certificate from French authorities, which is a necessary document for bypassing animal testing for general products deemed safe. However, due to legal requirements in China, animal testing is still mandatory for special-use products and general products intended for infants and children.</p> <p>Currently, the company's portfolio in China represents 19.6% (38 products out of 194) of its total offerings. Since obtaining the GMP certificate, 1.5% of the products in this portfolio have undergone animal testing. The company expects to receive e-licenses for general products that do not include claims for use by babies or children, and where there are no issues regarding the safety data of the raw materials.</p> <p>The company's production facilities are located in Europe, where animal testing is banned, and it is fully compliant with these regulations. In China, there are legal requirements for animal testing. In these cases, third-party manufacturers conduct the necessary animal testing according to Chinese standards and laws. The company requests its ingredients suppliers to provide statements confirming their non-infringement of the EU cosmetic animal testing ban and</p>



	<p>maintains records in the Product Information File to demonstrate that safety assessments do not rely on non-compliant animal data.</p> <p>Currently, the company is reviewing its animal testing policy within the PUIG Group. This policy reflects the company's commitment to eliminating animal testing on cosmetics worldwide by supporting sector and government initiatives to promote and extend the European animal testing ban globally. The updated company policy regarding animal testing is expected to be made available soon.</p>