

SUSTAINABILITY & SOCIAL IMPACT

2020-2022

Executive Summary

MARY KAY

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ENRICHING LIVES TODAY
FOR A SUSTAINABLE TOMORROW



Photo courtesy Mary Kay Global



ENRICHING LIVES TODAY
FOR A SUSTAINABLE TOMORROW

Enriching Women's Lives, Continuing Our Legacy of Sustainability

For nearly 60 years, Mary Kay has empowered women while changing the business world and supporting local communities. As a family-owned company, our focus has been to operate to the highest standards for business, preserve the environment, and ensure a positive social impact. We want to share our history, commitments of today, and vision for the future. Enriching Lives Today for a Sustainable Tomorrow is our holistic approach encompassing the three dimensions of sustainability to deliver a decade of sustainable action. We have established ambitious targets, and we know to achieve our goals we need to be creative, innovative and disruptive. Our legacy will guide us, our passion will drive us, and our journey will take us there.

We must have a theme, a goal, a purpose in our lives.

If you don't know where you're aiming, you don't have a goal.

Mary Kay

OUR JOURNEY

As a family-owned company, our values are simple: Live by The Golden Rule; give and expect nothing in return; make everyone you meet feel important; and focus on balancing priorities. These guiding principles are our family's heritage, and for nearly 60 years they have been the moral compass of our Company's corporate culture.

By grounding every decision in our values—since the beginning—we have enhanced the overall mission of Mary Kay: Enriching Women's Lives. The positive impact of Mary Kay and independent beauty consultants around the world, over the years is something that inspires us. It's how we thrive. Now, we have another story to share with the world.

We have expansive operations at Mary Kay, from manufacturing and logistics to product development and philanthropy. Because of our global footprint, we know our moral imperative is to continue our legacy of doing the right thing: Today. Tomorrow. Always.

We are excited to provide an update regarding our sustainability strategy Enriching Lives Today for a Sustainable Tomorrow.

We know there are some places where we are already making significant positive impact, and we know where there is room for improvement. We will keep striving to do better, and we are immersing ourselves in identifying the gaps and opportunities on how we can change and improve.

We are conscious of our actions today and are committed to intentional and sustainable initiatives to address the global challenges threatening future generations.

This is far bigger than us, but Mary Kay's mission always has been.

Let's keep changing the world.



Ryan Rogers
Chief Investment Officer

Richard Rogers
Executive Chairman

For Nearly 60 Years

Living Our Values and Our Legacy to do the Right Thing

OUR SUMMARY

We must act *TODAY*.
We must protect *TOMORROW*.
We must improve *ALWAYS*.



For nearly 60 years, Mary Kay has strived to enrich women's lives, advance the field of skin health, and create positive community impact around the world.

The cosmetics and personal care industry is in transition as companies evolve to meet the growing demands for environmentally conscious, transparent operations and support positive community impact around the world.

While there have been meaningful initiatives implemented throughout the industry—and within Mary Kay itself—there is still an immense amount of work to be done to find long-term solutions to the environment and socio-economic challenges ahead.

Our comprehensive approach to sustainability: Enriching Lives Today for a Sustainable Tomorrow (ELTFAST), launched in 2020. The plan demonstrates our vision to 2030 and beyond. It builds a picture of what good “looks like” for Mary Kay, Independent Beauty Consultants, their customers and—most importantly—the planet. Enriching Lives Today for a Sustainable Tomorrow was developed with our key stakeholders and is aligned with the United Nations' Sustainable Development Goals, making Mary Kay a key part of a global coalition to ensure a better future.

To package our solutions holistically, we divided our sustainability approach into five pillars: business excellence, product stewardship, responsible manufacturing, women's empowerment, and social impact. In these pillars, you'll find our 15 commitments to deliver a decade of sustainable action.

Since the launch of ELTFAST in 2020, Mary Kay has made significant progress toward its goals despite the many challenges presented by the COVID-19 epidemic. In this 2022 report, you'll find details on that progress and a reaffirmation of the company's drive to deliver on its decade of action.

We are committed to improve how we operate, and we know our actions every day have an impact on tomorrow. We invite you to join us on our sustainability journey and learn more about our commitments, our accountability to a better planet, and our **responsibility to each other**.

5 PILLARS. **15** COMMITMENTS.
A DECADE OF ACTION.



Business Excellence

In today's dynamic and continuously changing business world, it is the human assets, not the fixed or tangible assets that differentiate an organization from its competitors. Our employees are the backbone of our organization. We empower employees by nurturing creativity and innovation in the workplace, which is necessary to succeed in today's volatile marketplace.

OUR PEOPLE

We are committed to our people through employee engagement by developing effective benefits and well-being programs to health and safety processes by demonstrating our company values and nurturing our corporate culture.

2020

- » 15 company awards in business excellence, social impact and sustainability.
- » 8 employer/great place to work awards.
- » David Holl, Chief Executive Officer, named "Community Leader of the Year" by EarthX.
- » Mary Kay Ash named on *USA Today Women of The Century* list.

2021

- » 52 company awards in business excellence, social impact and sustainability.
- » 14 employer/great place to work awards.
- » Ranked one of America's Best Mid-Sized Employers 2021 by Forbes.

2022

- » 26 company awards in business excellence, social impact and sustainability.
- » 14 employer/great place to work awards.
- » Ranked #8 on list of "The Companies Employees Don't Want to Leave," published by Resume.io.
- » Deloitte named Mary Kay Inc. one of the 2022 U.S. Best Managed Companies.

2020

- » Founding member of the Congressional Black Caucus Foundation's The National Racial Equity Initiative for Criminal Justice to advance racial equity in the context of criminal justice reform.
- » Co-hosted a Resilient Indigenous Leaders Network, which brought 14 leaders from the Great Bear region of Canada to focus on building personal resilience and sustainability.
- » Mary Kay appoints executive team member Julia A. Simon as Chief Diversity & Inclusion Officer.

2020

- » Announced alignment to the UN Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, and International Labour Organization (ILO) Fundamental Conventions. In 2019, became a signatory of the United Nations Global Compact (UNGC) 10 Principles.

2021

- » Harvard Business School published a case study titled "Mary Kay Ash: Changing the World" (121-046) - authored by Robert Simons and Shirley Sun. It "...describes the rise of Mary Kay [Ash], the founder of the worldwide cosmetics company. As a young, single mother, Mary Kay had to overcome many obstacles to start her business and guide it to success. ... Students will learn how Mary Kay navigated life's choices to leave a lasting impact on the world."
- » In collaboration with Equal Rights Trust, announced research to address gendered impacts of artificial intelligence (AI).
- » 100% of U.S.-based Directors and above completed mandatory Unconscious Bias training.

2021

- » Submitted first UN Global Compact Communication on Progress (2020-21) highlighting progress in the following areas: Governance, Human Rights, Labor, Environment, and Anti-Corruption.

2022

- » Joined the UN Global Compact Target Gender Equality Accelerator Program to deepen implementation of the Women's Empowerment Principles.

2022

- » Submitted survey on implementation of commitments across Generation Equality Action Coalitions; findings reflected in UN Women's Generation Equality Accountability Report 2022.
- » Submitted second UN Global Compact Communication on Progress.

DIVERSITY, EQUITY & INCLUSION

We are committed to investing in a deeper understanding through knowledge, demand action, and ensure sustainable, long-lasting change.

ADVOCACY & TRANSPARENCY

We are committed to transparency & advocacy through sustainable practices, and to be open, honest and transparent by making information available on our owned media channels, independent audits, and meeting guidelines set forth by organizations as agreed in our sustainability commitments.

KEY ACCOMPLISHMENTS

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Product Stewardship

We are challenging ourselves to further embed sustainable practices in our business through product development, design, responsible sourcing, and mitigation of plastic pollution. We strive to continuously improve the profile of our products. Consumers have better choices because we made better decisions.

PLASTICS & PACKAGING

We are committed to decreasing plastic intensity by 30% and driving toward more sustainable packaging for our product portfolio by making over 50% of our regular line packaging sustainable.

2020

- » *Reducing plastic in primary and secondary packaging:* Redesigned component specifications to support reporting; reduced over ~37,000 lbs. of plastic.
- » *Utilizing life cycle analysis:* Integrated sustainable packaging in new product development processes; approved four new sustainable packages for future product packaging.
- » *Global Alignment:* Joined SPICE (Sustainable Packaging Initiative for CosmEtics) with other industry leaders to help set improved packaging standards for cosmetics; and Deborah Gibbins, chief operating officer, accepted a leadership position on the World Economic Forum's "Future of Consumption" initiative.

2021

- » *Reducing plastic in primary and secondary packaging:* Reduced over 450,000 lbs. of plastic.
- » *Utilizing life cycle analysis:* Approved 12 new sustainable packages.
- » *Sustainable Packaging:* Over 94% of Regular Slotted Containers (RSC) updated.

2022

- » *Reducing plastic in primary and secondary packaging:* Completed a full evaluation and categorization of components to accurately measure plastic intensity in real time.

2020

- » *Self-Audit:* 2020 benchmark—13.9% Sustainable Packaging.
- » *Recycling:* Continued cardboard recycling programs at Richard R. Rogers Manufacturing/R&D facility (R3) and Southwest (SW); 100% of cardboard is recycled and gets re-pulped into cardboard sheeting; and partnered with RoadRunner Recycling to address a surplus of petrolatum.
- » *Global Alignment:* SPICE launches publicly available eco-design tool to measure and reduce the environmental footprint of cosmetics packaging.

2020

- » *Governance:* Completed Roundtable on Sustainable Palm Oil audit with no negative findings.
- » *Inclusive Sourcing:* Released third-party Business Verification and Diversity Data Report. U.S. Supply Chain Data: 12% of Indirect Suppliers are Women, Minority or Veteran-Owned; 5% of Direct Suppliers are Women, Minority or Veteran-Owned; and 77% of businesses supporting marketing campaigns were women-owned.

2021

- » *Packaging inserts:* Increased post-consumer paper content from 20% to 30% for inserts (~20,000 lbs. of paper reduced annually).
- » *Certified Sustainable Board:* 5% of cartons (Dallas); 100% of cartons (Brazil); 100% of re-shippers (Dallas & Brazil); and continued cardboard recycling programs at global manufacturing and distribution center in the U.S. (SW).
- » *Global Alignment:* SPICE published guidelines for Packaging Claims; joined the Ellen MacArthur Foundation as part of our commitment to become a more sustainable, circular business.

2021

- » *Responsible Procurement Program:* 100% compliance from supplier base to our Code of Ethics; 100% of top 10 and 50% of top 100 suppliers by spend have their own sustainability policy. Formed partnership with ECOVADIS, a third-party entity, to validate supplier sustainability policies (142 direct suppliers with scorecards).
- » *Sustainable Sourcing:* Achieved Palm oil—88% certified and Palm kernel—72% certified.
- » *Gender Responsive Procurement & Supplier Diversity:* UN Women, together with UN Global Compact, launched a gender-responsive procurement Community of Practice comprising companies from the private sector in support of Women's Entrepreneurship Accelerator (WEA).

2022

- » *Global Certification:* Initiated Forest Stewardship Council certification (pending).
- » *Refillable Product Strategy:* Completed research with Independent Sales Force and consumers targeting sustainable packaging knowledge and acceptance; and initiated process for sustainable packaging claims substantiation and reporting.

2022

- » *Responsible Procurement Program:* Updated language in Supplier Code of Ethics to include sustainable procurement; and a sustainability clause added to supplier contract templates.
- » *Sustainability Focused Supplier Summit:* Inaugural Summit held in September 2022.
- » *Inclusive Sourcing:* Named 2022 Silver Champion for Supplier Diversity & Inclusion.
- » *Gender Responsive Procurement & Supplier Diversity:* In support of WEA, UN Women released an Advocacy Brief presenting evidence of the benefits for strengthening the participation of women in private sector supply chains.

RECYCLING & CIRCULAR ECONOMY

We are committed to reducing our consumption of virgin forest fiber by sourcing more than 90% of the paper used in our packaging from recycled content or certified sustainable sources.

SUSTAINABLE SOURCING

We are committed to ensuring our sourced products are obtained in a responsible and sustainable way by addressing environmental and ethical factors in our supply chain.

KEY ACCOMPLISHMENTS

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Responsible Manufacturing

Our global footprint is vast and drives our holistic sustainability approach especially within our operations. We are focused on efficient manufacturing operations by reducing our environmental impact and identifying opportunities for resource improvement.

CARBON

We are committed to reduce carbon (scopes 1 and 2) by 30%.

2020

- » Preliminary carbon footprint baseline conducted:
 - Total carbon emissions was 129,492 tCO₂-eq.
 - Manufacturing sites drive Scope 1 and Scope 2 impacts, about 23% of total emissions.
 - Top three categories of our footprint include: purchased goods and services, downstream transportation, and electricity consumption.
- » Contributed more than 1.2 million trees to the 1t.org Initiative in partnership with the Arbor Day Foundation and World Economic Forum, supporting the UN Decade on Ecosystem Restoration.

2021

- » Launched and executed phase two of carbon footprint baseline:
 - Total carbon emissions, including the consumer use phase, was 538,979 tCO₂-eq.
 - The top driver of total carbon footprint, or about 61% of total emissions in CY2021, came from the consumer use phase.
 - The second largest driver, or about 16% of the total in CY2021, was the purchase of materials and ingredients used to package and formulate products.
 - The third largest driver, or about 13% of the total in CY2021, was downstream transportation, including cars driven by Mary Kay independent beauty consultants.
- » Released *Forest of Hope* documentary during the 2021 UN Climate Change Conference (COP26).
- » Supported The Arbor Day Foundation on six reforestation projects all over the world including: Brazil, China, Germany, Peru, and the United States.
- » Through partnership with The Arbor Day Foundation's Time for Trees® initiative, announced achieving the commitment to plant 100 million trees.

2022

- » Supported The Arbor Day Foundation on three global reforestation projects in Brazil, Madagascar, and the United States.

WATER

We are committed to reduce water utilization by 30%.

2020

- » Conducted preliminary water footprint baseline:
 - Only 4% of water used at global manufacturing plant goes directly into products.
 - Manufacturing plant in Hangzhou, China, data collection systems and optimization measures (water reuse, improved wastewater treatment) are already implemented.
 - Global manufacturing facility has taken steps toward developing a site water balance.
 - Actions included: Installed additional meters in various areas throughout operations to ensure data accuracy, and additional meters for purified water operations.
- » Released *Guardians of the Gulf* documentary highlighting conservationists in the Gulf of Mexico.

2020

- » Partnered with service providers to increase landfill diversion and generate renewable energy from waste.

2021

- » Launched and executed phase two of water footprint baseline:
 - Total water footprint in CY2021 was 607 million gallons (2,300,385 m³).
 - Manufacturing facilities directly used approximately 12 million gallons (47,728 m³) in CY2021, a relatively small component of the total water footprint.
 - A majority of indirect water use, about 32% of the total in CY2021, came from the consumer use phase.
- » *Global Alignment*: Became a signatory to the CEO Water Mandate and the United Nations Global Compact's Sustainable Ocean Principles; and joined Alliance for Water Stewardship.
- » Supported The Nature Conservancy's Global Reefs program: 7 unique impact programs.
- » Participated in a consultation with the governments of the Netherlands and Tajikistan to help define the role of the private sector in the Water Action Agenda.

2021

- » Richard R. Rogers Manufacturing/R&D facility (R3), announced it passed its OSHA VPP Star Re-Certification with zero findings and recommendations.
- » Globe Awards Silver Winner Golden Bridges Awards in three categories for COVID-19 Response.

2022

- » Continued actions to address baseline through additional water usage analysis with plans to install new water flow meters.
- » Supported The Nature Conservancy's Global Reefs program: 12 unique impact programs.
- » *Global Alignment*: Joined the UN Global Compact's Ocean Stewardship Coalition.
- » Actions included: Additional water usage analysis with plans to install new water flow meters.

SAFETY & OPERATIONAL WASTE

We are committed to the safety of our people by developing effective health and safety processes, and planning for future operational waste management ensuring our buildings will operate efficiently, sustainably and safely.

2022

- » Received OSHA Star Re-Certification Credentials (Feb 2022).
- » Continued partnerships with service providers to increase landfill diversion and generate renewable energy from waste.

KEY ACCOMPLISHMENTS

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Women's Empowerment

Women and girls face significant barriers to realizing their own potential. Shattering glass ceilings is no longer enough. Every barrier must be torn down and stay down, ensuring equality and sustainable change. We celebrate women and girls all over the world: empowering them, lifting their communities, and eliminating inequalities. Empowered women and girls are the key to the future.

ECONOMIC EMPOWERMENT
We are committed to empowering over five million women worldwide.

2020

- » Supported a Women's Entrepreneurship Development (WED) Assessment led by International Labour Organization (ILO) in Mexico and efforts to strengthen advocacy for women's entrepreneurship development in the LATAM region.

2021

- » Welcomed three additional partners to the Women's Entrepreneurship Accelerator (WEA): International Telecommunication Union (ITU), Commonwealth Businesswomen's Network (CBWN), and WE Empower UN SDG challenge.
- » Supported the design by UN Women of a gender-responsive procurement and investment (GRPI) pilot training for women entrepreneurs and companies in Europe and Central Asia and the launch of the first Women Entrepreneurship EXPO.

2022

- » Powered the global launch of a free Entrepreneurship Certificate Programme—developed by International Trade Centre SheTrades in six languages.
- » Supported the release by UN Women of an Advocacy Brief titled "Procurement's Strategic Value. Why gender-responsive procurement makes business sense."
- » Backed an open innovation competition organized by International Telecommunication Union recognizing ten digital best practices and solutions to create a more gender-inclusive eco-system for start-ups and scale-ups.

KEY ACCOMPLISHMENTS

EQUALITY

We are committed to a proactive 10-year policy agenda to address women's rights issues and advocate for equality.

EDUCATION

We are committed to ensuring access to education for 250,000 girls and women globally.

2020

- » Contributed to an advocacy tool titled "Strengthening Support for Women Entrepreneurs in COVID-19 Response and Recovery," developed by WE EMPOWER-G7, a program funded by the European Union (EU) and implemented by UN Women and International Labour Organization (ILO).
- » Supported 3,026 Indigenous women through The Nature Conservancy partnership by advancing conservation and sustainable aquaculture projects in Australia and New Zealand.

2021

- » Released a position paper welcoming the European Commission's Gender Equality Strategy for 2020–2025; joined the Generation Equality Forum in Paris, as well as five Global Action Coalitions to accelerate achieving gender equality by 2026.
- » Supported women-led, regional-level conservation initiatives created by The Nature Conservancy in the Coral Triangle and in Asia Pacific, impacting 1,100 women through six programs and 12 projects.

2022

- » Completed *The Women's Empowerment Principles Gender Gap Analysis Tool* as part of our participation in the UN Global Compact Target Gender Equality Accelerator.
- » Advocated for the acceleration of gender equality and highlighted the critical role of the private sector to help close the gender gap through a global statement after the release of the 2022 *Global Gender Gap Report*.
- » Advanced women's leadership in the fishing industry in Mexico through eight programs and projects implemented by The Nature Conservancy impacting 2,580 women and girls.

2020

- » Partnered with Network for Teaching Entrepreneurship (NFTE) to reach nearly 48,000 youth globally through World Series of Innovation (WSI) corporate-sponsored challenge asking youth to address a UN SDG; Innovation Days for Mary Kay employees to help students craft submissions for our WSI challenge; and sponsoring the UN Global Goals Conversation to advance a dialogue around social entrepreneurship solutions.
- » Mary Kay China supported Girl Accomplishment to provide special public welfare fund's literacy education curriculum for 1,500+ junior high school students.

2021

- » Funded 13 unique education-related projects and awarded 15 scholarships to individuals seeking higher education or furthering their educational pursuits.
- » Awarded the first-ever Madam C.J. Walker Scholarships, in collaboration with Society of Cosmetic Chemists, to underrepresented minority students pursuing degrees in cosmetics or related sciences.

2022

- » 14 Young Women in STEAM Grants have been awarded to-date during the decade of action, providing women around the world with grants allowing them to further pursue their dreams in STEAM-related areas.
- » Ivanna Hernandez, a 2021 recipient of a Young Women in STEAM Grant, receives a second continuing education grant to further her dream of becoming the first Latin American woman astronaut to go to Mars.

KEY ACCOMPLISHMENTS



Social Impact

It's simple: lead with purpose. At the center of our moral compass is purpose. We are dedicated to collaborating with organizations from all over the world to find meaningful solutions to global issues.

GLOBAL SOCIAL IMPACT & LOCAL COMMUNITY

We are committed to collaborating with over 500 organizations and supporting positive change all over the world.

KEY ACCOMPLISHMENTS

2020

- » Only company in the U.S. to donate hand sanitizer to the Global Outbreak Alert and Response Network (GOARN), for the Pan American Health Organization, Regional Office for the Americas of the World Health Organization (PAHO/WHO) to be donated to the Latin America region.
- » Only company in the U.S. to donate hand sanitizer to the entire Navajo Nation Indian Health Service Network (26 hospitals, 59 health centers, and 32 health stations).
- » Mary Kay was named in the Purpose Power Index™ conducted by Reputation Institute and StrawberryFrog, aimed to show which companies were most closely living their mission.
- » Mary Kay Independent Beauty Consultants and individual donors fund-raised and donated over \$1.3 million to the Mary Kay Ash Foundation to support cancer research and domestic violence.
- » Pink Changing LivesSM cause empowerment program supported over 135 organizations serving over 500,000 women and children.

2021

- » Pink Changing LivesSM cause empowerment program supported over 15 NGOs around the world.
- » Donated more than \$1.68 million to global organizations helping to enrich women's lives.

2022

- » Donated more than \$1.3 million to global organizations helping to enrich women's lives.
- » Mary Kay China Women's Entrepreneurship Program supported four women entrepreneur initiatives directly benefiting 133 women by increasing their annual per capita income.

GENDER-BASED VIOLENCE (GBV) & DOMESTIC VIOLENCE (DV)*

We are committed to support 5 million women globally in need of support services.

**GBV & DV goal will be achieved in conjunction with our company-sponsored foundations.*

2020

- » Mary Kay and the Mary Kay Ash Foundation supported two gender assessments of the impact of COVID-19 pandemic on women and girls led by UN Trust Fund to End Violence against Women (March Baseline + after six months) among 144 Civil Society Organizations (CSOs).
- » Mary Kay and the Mary Kay Ash Foundation supported phase 1 of the development of CARE's GBV Risk Mitigation Toolkit to ensure CARE projects take steps to reduce the risk of GBV and establish appropriate response systems.

2021

- » Mary Kay and the Mary Kay Ash Foundation were recognized in the UN Women Report on the activities of the United Nations Trust Fund to End Violence Against Women to the Commission on the Status of Women (CSW65) and Human Rights Council.
- » Mary Kay and the Mary Kay Ash Foundation provided grants to CARE (329 projects) and UN Trust Fund (37 projects) supporting 366 projects to prevent and address GBV around the world.
- » Mary Kay and the Mary Kay Ash Foundation joined the Generation Equality Action Coalition on Gender-based Violence.

2022

- » Mary Kay and the Mary Kay Ash Foundation grants helped CARE protect and support women and girls impacted by GBV in humanitarian settings and CARE's target to eliminate GBV for 7 million women and girls.
- » Mary Kay and the Mary Kay Ash Foundation grants supported the development and launch of a GBV Guidance for Development Programs and its roll-out in 10 countries of intervention and the establishment of a Community of Practice convening 240 members across 16 countries to date.
- » Mary Kay and the Mary Kay Ash Foundation grants helped the UN Trust Fund change the lives of 54,822 women and girl survivors of violence through 157 GBV projects in 68 countries across 5 regions including women and girls living with disabilities, internally displaced or refugee women and girls and Indigenous women and girls.

KEY ACCOMPLISHMENTS

CANCER RESEARCH*

We are committed to funding 400,000 hours of cancer research.

**Cancer Research goal will be achieved in conjunction with our company-sponsored foundations.*

2020

- » Mary Kay and the Mary Kay Ash Foundation, in partnership with the Harold C. Simmons Comprehensive Cancer Center at UT Southwestern Medical Center in Dallas, launched the International Postdoctoral Scholars in Cancer Research.

2021

- » Funded nearly \$1.8 million in cancer research grants and support programs.
- » Awarded nearly 40 cancer research grants, 40% of those were women-led initiatives.

2022

- » 288,600 research hours conducted to-date accumulated throughout our decade of action. At this continued pace, we are on course to exceed our goal ahead of schedule.
- » As part of a three-year clinical trial conducted by breast oncologist Joyce O'Shaughnessy, MD, Celebrating Women breast cancer research chair, the Mary Kay Ash Foundation served as lead funder for the clinical trial to advance treatment options for metastatic triple-negative breast cancer.

KEY ACCOMPLISHMENTS



OUR COMMITMENT

Sustainability in its wider meaning—environmental, social, economic—is indeed a principle that has deep roots in the Mary Kay story, becoming part of our Company culture over the years. We are proud to say that being a positive influence on society has been Mary Kay’s promise for nearly 60 years. Our hope is you will find our promise has not dimmed over time; in fact, it has only become brighter.

Our approach to sustainability provides the deep foundations we need to support our business strategy: to be a world-class organization. We understand growth and sustainability are not in conflict.

Society evolves with time, but what hasn’t changed—and never will—is our core values that embody our promise to enrich women’s lives while serving the community. We are committed to doing business the right way, which, in large part, is why we continue to lead our industry today.

In a time of constant change, keeping sustainability as the consistent bedrock of our approach to doing business is not only right for society, it will be critically important to our success, which will help us navigate through all the change to come.

There is no finish line, just an aspiration to conduct our business in ways that will continue to earn trust and redefine the role and responsibility of empowering women.

We invite you to join us on this journey.



David Holl
Chairman & Chief Executive Officer

Deborah Gibbins
Chief Operations Officer & Sustainability Leader

*Today.
Tomorrow.
Always.*