

Global Company Policy A.W. Faber-Castell Cosmetics

The Faber-Castell Corporate Essentials define what the Faber-Castell company and its employees represent, the principles that guide them and motivate each and every one of them. These guidelines provide the framework for strategy, objectives and operational actions.



Using these corporate principles, which are reflected in all divisions and across all hierarchies, we establish a corporate policy demonstrating responsible behavior in terms to our employees, the environment and social community as well as the market and our customers. At Faber-Castell Cosmetics, we strive to persuade and actively involve our business partners in the application of our standards and guiding principles.

Employees and work environment

Dedicated, motivated and well-trained employees are crucial for the success of our company. Faber-Castell Cosmetics, with its 700 employees worldwide, offers employment and training programs, family-friendly personnel policies and works cooperatively together with the employee representatives.

As family-owned company in the 9th generation, we are committed to support work- and family life balance.

An attractive program for the preservation and promotion of health is part of the company philosophy worldwide. In Germany, this is particularly evident in the cooperation with the health insurance BKK Faber-Castell & Partner - the oldest in Bavaria.

Safety at work is another important aspect of our corporate principles. Observance and implementation of assured social and labor standards are regularly verified and audited.



The workplace design at Faber-Castell Cosmetics is based on the latest standards and technologies. Appropriate tools are provided in all areas according to the field of activity. In addition, high attention and importance is paid to a well-developed infrastructure, buildings and their preservation as well as potential adjustments to new requirements.

Environmental policy

The management of Faber-Castell Cosmetics is committed to the continuous improvement of the Environmental Management System (EMS) in accordance with the principles and requirements of ISO 14001 and to compliance with legal requirements.

IT'S OUR NATURE®

Good for skin and good for soul.

Faber-Castell Cosmetics is a pioneer in eco-friendly beauty products, delivering natural cosmetics of the highest caliber - premium formulas based on carefully selected bio-oils, made from FSC®-certified wood and with the internationally recognized labels COSMO, NATRUE and FSC®. The company is audited and certified by the Forest Stewardship Council® (FSC®).



The mark of
responsible forestry

We pay special attention to the active protection of the environment. A long-term expansion of our market position is only guaranteed if the clear commitment to sustainable environmental protection is part of our entrepreneurial activities.

Our aim is to use resources such as energy and raw materials sparingly and, if possible, to use sustainable alternatives. Similarly, the plants use regenerative energies as much as possible.

In addition to the avoidance of negative environmental influences (wastewater, waste, emissions), it is our declared goal to return a high proportion of the residual materials back into the production flow or to recycle them in an environmentally conscious manner.

In addition, the group farmed forests make the Faber-Castell Group one of the few companies that absorbs much more carbon dioxide than it produces. For this reason, Faber-Castell's global carbon footprint and CO2 neutrality were certified by TÜV Rheinland® based on the international standard ISO 14064.

We also strive to keep our suppliers up to the same environmental standards.

As a global company, Faber-Castell Cosmetics will continue working on minimizing climate impacts by optimizing production and logistics processes as well as using sustainable energy.

Social responsibility

In March 2000, Count Anton Wolfgang von Faber-Castell and the trade union IG Metall ratified an agreement on global social standards for the group that they had worked out together. The Faber-Castell Social Charter is one of the first of its kind in the world. The Company voluntarily ensures the employment conditions and working conditions recommended by the International Labor Organization (ILO) in all its subsidiaries:

No forced labor | Equal opportunities and treatment of employees | No child labor | Freedom of association and collective bargaining | Payment of reasonable wages | Safe and healthy working conditions | No excessive working hours | Agreed employment conditions

An independent committee regularly observes of the conditions.

Faber-Castell Cosmetics is also firmly integrated in the company's worldwide compliance policy with its established standards. In addition, Faber-Castell Cosmetics is regularly externally audited (SMETA Audit).

Quality and Product Safety

Faber-Castell Cosmetics successfully combines the heritage, tradition and sustainability policy of the name Faber-Castell with the modern challenges of the dynamic cosmetics industry.

Thanks to an intelligent modular system of formulations, packaging and accessories, we develop state-of-the-art standard and customized products as well as individual product concepts for all make-up applications.

A proven, standardized quality assurance system based on ISO 9001: 2015 and good manufacturing practice in accordance with ISO 22716: 2007 guarantees strict compliance with all international standards.

Quality management and quality control with appropriate targets play an important role in terms of product quality. Together with our worldwide supplier network, we are committed to consistent raw material quality, compliance with legal requirements and security of supply. Quality management and product safety also guarantee the safe use of our products.

The chemical and technical core competences within the Faber-Castell-Cosmetics, project-related, also taking advantage of the know-how of the Faber-Castell-Group, allow our customers to consider our points of differentiation and individual product developments with cosmetic specializations.

Our main priority is the innovation, quality, reliability and efficiency of our products and services.

Stein, November 2018



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