



ANNUAL REPORT 2018



Cosmetics Europe
the personal care association

We personally care

CONTENTS

1. Foreword
2. Highlights of 2018
3. Socio-Economic Contribution of the European Cosmetics Industry
4. EU Cosmetics Regulation
5. Ingredient Safety
6. International Convergence
7. Research and Science
8. Sustainable Development. Continuing to Build for the Future
9. Keeping up with the Digital Evolution
10. Effective Communication in a Digital Age
11. Our Team
12. Our Members and Expert Committees



Cosmetics Europe
the personal care association

FOREWORD



In the world of cosmetics and personal care, it is easy to forget that nothing is as simple as it looks.

Behind the colour, the cleanliness, the fragrance, and more – the elements that brighten the lives and boost the well-being of European citizens – lies a world of complexity.

Your favourite cosmetics products (we all have them!) are little wonders of science. Their intricately blended ingredients are designed both to give you the best possible experience and of course to keep you safe.

But more than this, cosmetics products are at the forefront of a number of consumer trends and broader societal developments – the digital revolution and sustainability, to take two examples – which contribute to the dynamism and rapid evolution that characterises our sector.

Our Annual Report lifts the lid on this complexity and aims to give you an insight into some of the issues which Cosmetics Europe addressed on behalf of our sector in 2018, both in Europe and globally.

We hope that you will learn some things about our industry that perhaps you did not know – how cosmetics ingredients are managed to ensure their safety, the work that we do to find alternatives to animal testing, regulatory evolution in our global industry and more.

And we hope you will see that, beneath the huge contribution our industry makes to the European economy and to the well-being of its citizens, lies a range of policy challenges which, like the products themselves, are anything but simple.

John Chave

Director General, Cosmetics Europe

HIGHLIGHTS OF 2018

Cosmetics Europe Science Conference wins the Silver Award for the Best Association Conference

The first edition of the Cosmetics Europe Science Conference “Cutting-edge safety science paves the way to the future” brought together scientists, industry experts, key decision-makers, and regulatory specialists to showcase new discoveries in our industry and explore future challenges. The event won the Silver Award for the Best Association Conference at the European Association Awards Ceremony in 2018.



Cosmetics Europe Annual Conference 2018

The theme of the conference was “Essentials for Daily Life”. Over 300 people attended, and there were 40 speakers, including Antti Peltomäki of the European Commission’s Internal Market, Industry, Entrepreneurship and SMEs directorate, who gave the keynote speech. Other speakers across the 17 sessions covered topics such as global business trends, the future of cosmetics regulation, and international cooperation.



COSMETICS EUROPE
ANNUAL CONFERENCE 2018
ESSENTIALS FOR DAILY LIFE

CEAC 2018 won the Best Association Conference Award at the European Association Awards 2019.

New Cosmetics Europe Executive Team appointed

Cosmetics Europe’s new Executive Team for 2018-2020 was appointed. Mr Loïc Armand (L’Oréal) will continue in his role as President, supported by Mr Charles François Gaudefroy (Unilever) and Mr Ronald Van Welie (NCV) as Vice-Presidents, and Ms Isabelle Martin (Estée Lauder) as Treasurer.

FEBRUARY 2018

MAY 2018

JUNE 2018



Over 97% of plastic microbeads already phased out from cosmetics

In 2015, Cosmetics Europe published a recommendation to phase out all plastic microbeads for exfoliating and cleansing purposes in wash-off cosmetics and personal care products by 2020. A Cosmetics Europe survey recorded a decrease of 97.6% in the use of plastic microbeads by 2017 already.

Cosmetics Europe science workshop on novel approaches for decision making

The workshop “Regulatory use of novel approaches for decision making: Genotoxicity, Skin Sensitisation and Read Across” focused on the use of alternative methods to animal testing in regulatory decision-making. It was attended by approx. 60 people, mainly toxicologists and safety assessors from industry and the public sector.

First meeting of the Long-Range Science Strategy’s Scientific Advisory Board

The Long-Range Science Strategy (LRSS), Cosmetics Europe’s research programme on alternatives to animal testing, has established a Scientific Advisory Board (SAB) made up of notable representatives from academia and government bodies. The SAB helps the LRSS develop future research agendas and identify opportunities for collaboration.

First in vitro Sun Protection Factor (SPF) method accepted by ISO

A new in vitro method developed by Cosmetics Europe to measure the SPF of emulsion products was accepted by the International Standards Organization, and is being assessed as a potential new international reference method.

SEPTEMBER 2018

NOVEMBER 2018

The future of mandatory consumer information

Cosmetics Europe carried out a pilot to test consumer reactions to digital ingredients lists, and their feasibility for companies and retailers. The pilot showed that the digital mode of accessing ingredients list is a viable option, welcomed by a significant proportion of consumers, be they habitual users of internet or not. It is also technically feasible and it can be manageable if implemented gradually by companies. Cosmetics Europe called on its members to consider the voluntary and gradual implementation of the digital ingredients list.



SOCIO-ECONOMIC CONTRIBUTION OF THE EUROPEAN COSMETICS INDUSTRY

SMEs & big companies are key drivers of innovation & economic growth in the industry

>5,800 SMES The number is growing

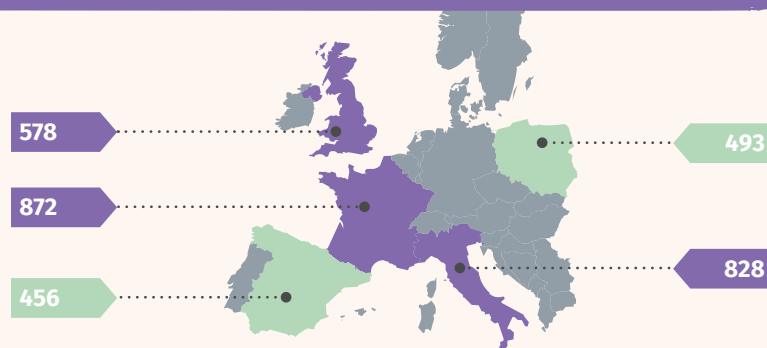
+100 companies manufacturing cosmetics ingredients

23,000 enterprises involved in the wholesale of cosmetics

46,400 specialist stores retailing cosmetics

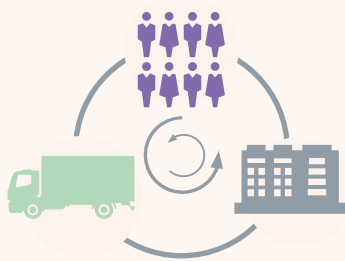
500,000 hairdressing and beauty salons

France, Italy & the UK have the largest number of SMEs; followed by Poland and Spain



The industry supports millions of European jobs up & down the value chain

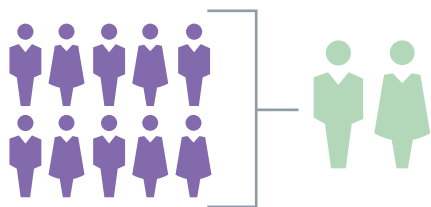
Over
2 MILLION JOBS
across Europe



197,000
people employed directly
1.63 million
people employed indirectly
>366,000
people employed through induced effects

167,730 workers employed in the manufacture of cosmetics

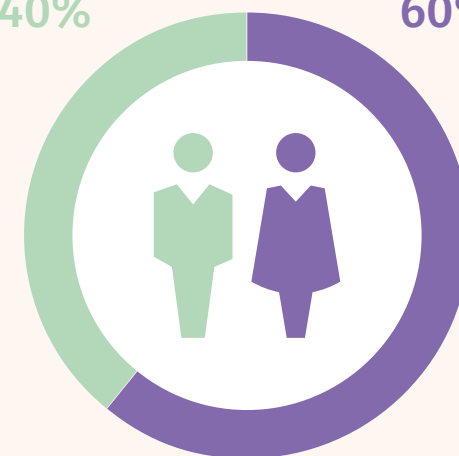
Every 10 workers employed in the cosmetics value chain will support at least **two jobs** in the wider economy



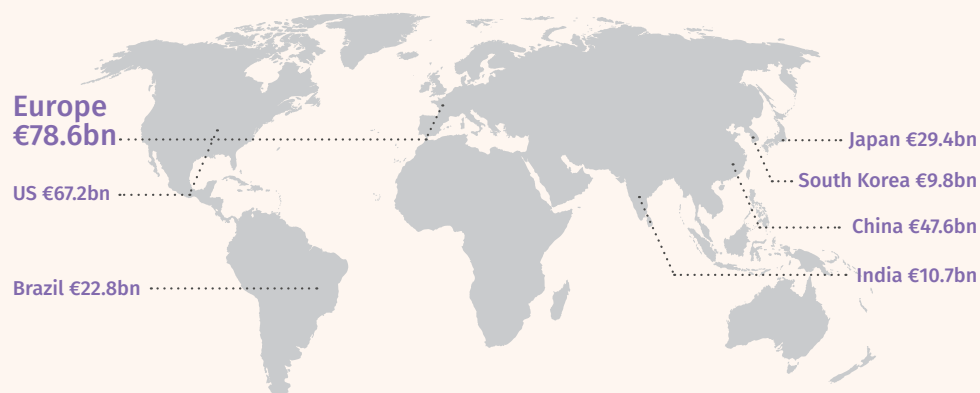
~1,000,000
people active in the hairdressing sector

GENDER DISTRIBUTION IN THE EUROPEAN COSMETICS INDUSTRY

Male 40% Female 60%



Europe is the global flagship producer of cosmetic products



> 35bn

trade in cosmetic products & ingredients within the EU30

21.5bn

total exports of cosmetic products from Europe (i.e. extra EU-30)

Skin care & toiletries:
largest share of the European market (2018)

€20.39bn

Skin Care

€19.92bn

Toiletries

€14.92bn

Hair Care

€12.28bn

Fragrances
& Perfumes

€11.07bn

Decorative
Cosmetics

France & Germany:
Europe's main exporters
50% of total global exports
from Europe

The industry is about taking care of people



72%
of consumers

feel the cosmetics and personal care products they use improve their quality of life



80%
of consumers

identify cosmetics and personal care products as important or very important in building up self-esteem

A science-driven & highly innovative industry



Expenditure
on R&D in
Europe
€2.35bn



At least
**77 scientific
innovation
facilities**
in Europe



> 28,800 scientists
employed in the sector



Handwashing with soap: reduces risk of diarrhoea by **~44-47%** & acute respiratory illness by **23%**

The industry places a strong emphasis on ensuring environmental responsibility and supporting proactive voluntary and self-regulatory initiatives

2015: Cosmetics Europe recommendation to discontinue the use of solid plastic micro particles for cleansing and exfoliating in wash-off cosmetic and personal care products (plastic microbeads).

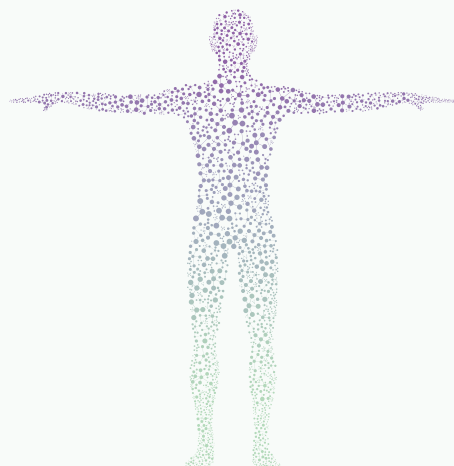
2016: Cosmetics Europe membership survey found a rapid and substantial 82% reduction, between 2012 and 2015, in the use of plastic microbeads for exfoliating and cleansing purposes in wash-off cosmetic and personal care products.

2018: The strength and effectiveness of the Cosmetics Europe recommendation and the industry voluntary action were reconfirmed. New data showed that between 2012 and 2017, 97.6% of plastic microbeads used for cleansing and exfoliating in wash-off cosmetic and personal care products were phased out.

EU COSMETICS REGULATION

"The EU Cosmetics Regulation remains the most modern and successful cosmetics legislation in the world. Scientific and societal developments, from the emergence of more active cosmetic products to the public concern over endocrine disruptors, present new challenges, but overall, the Cosmetics Regulation has proven resilient and remains fully fit for purpose."

Gerald Renner
Director Technical Regulatory
and International Affairs
Cosmetics Europe



Endocrine Disruptors

Endocrine Disruptors are chemicals that may interfere with the body's hormone system. The question of whether the Cosmetics Regulation can manage the risk of endocrine disruptors was assessed in 2018 by the European Commission, which concluded that safety reviews by the Scientific Committee for Consumer Safety (SCCS) and, where necessary, restrictions or bans in the Cosmetics Regulation Annexes, would adequately cover substances with endocrine disrupting properties. In 2019, the Commission will establish a priority list of substances that should be reviewed by the SCCS.

Claims

In line with the industry's commitment to responsible claims and advertising, Cosmetics Europe continued to help members comply with regulatory requirements. In addition to supporting various national associations, it started developing a collection of regulations and best practices in the field of cosmetic product claims. Expected to be finalised in 2019, it will also include two revised documents: guidance for claim substantiation, and general principles and charter.

Codified regulation on in-market control and enforcement

Like several other consumer-goods regulations, the EU Cosmetics Regulation is based on the principle of industry responsibility and in-market control by authorities. The system creates a fair and level playing field, but digitalisation can create challenges for control and enforcement authorities. In 2018, the EU proposed a draft regulation on market surveillance and compliance of consumer products, including cosmetics. Cosmetics Europe successfully advocated for a reasonable approach, modelled on the Cosmetics Regulation, meaning no changes are expected to arise for cosmetics placed on the market in a 'traditional' manner. The draft regulation also gives a legal basis and clarifications to control authorities for the enforcement of product regulations with respect to online sales.

Defining nanomaterials correctly

The European Commission publishes an annual report on the use of nanomaterials in cosmetic products based on company notifications. In 2018, it identified significant over-notification of substances which do not fulfil the definition of a nanomaterial. Such over-notification can have negative consequences for the company in question if the substance is not permitted for use in cosmetics in the nano-form. In 2018, the Commission, EU Member State authorities, and Cosmetics Europe continued to inform and train industry on nano-related definitions and requirements. It is expected that Member States will shift from education to strict in-market control in 2019.

CMR substances

The European Commission is obliged to ban the use of substances classified as CMR (carcinogenic, mutagenic or toxic for reproduction). However, the classification criteria are hazard-based and do not consider actual risk from cosmetic use. Therefore, the law provides for exemptions if the industry submits safety dossiers and the SCCS concludes that use in cosmetics is safe.

In 2018, the Commission clarified the timelines under which bans and exemptions of CMR substances need to be completed under the cosmetics legislation. The Commission will issue annual updates of the Cosmetics Regulation to ban or exempt substances whose CMR classification was published the year before. Under this process, industry needs to decide early if it wishes to request an exemption. Cosmetics Europe has put a process in place to ensure adequate time for the exemption procedure or orderly reformulation of products.

INGREDIENT SAFETY

While science remains the basis for ingredient safety assessments, the public and regulatory debate often moves away from purely scientific argumentation. To counter this challenge and ensure the primacy of science, a more proactive approach to risk communication will be key. Industry should collaborate across disciplines and sectors, and in close connection with regulators and stakeholders, to ensure its voice is heard."

Florian Schellauf
Head of Ingredient Department
Cosmetics Europe

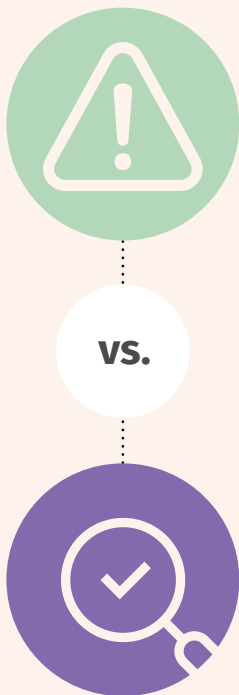
The importance of consumer safety

Consumer safety is the overriding priority for the manufacture and sale of cosmetic and personal care products in Europe. Experts from Cosmetics Europe, its members, and other stakeholders work together on numerous projects and initiatives aimed at improving, enhancing, and sharing their knowledge about ingredients in order to constantly evaluate and enhance safety.



Hazard vs. risk

A hazard is the intrinsic property of a substance, 'thing' or situation to cause harm while risk is the likelihood that harm will actually occur. For instance, coffee includes substances that in themselves are hazardous, but the risk of harm is minimal, as it is virtually impossible to drink the amount of coffee required to ingest a dangerous amount of these substances. The terms hazard and risk are often used interchangeably but they mean different things in the context of risk assessment. Risk assessment (as opposed to purely assessing a hazard) is the basic principle applied when developing regulation to ensure the safety of cosmetic products.



How risk is addressed and minimised

Risk assessment

"Risk assessments estimate the likelihood and severity of an adverse health effect occurring from exposure to a hazard."¹ A cosmetic product safety assessment therefore consists of separate assessments of hazard and exposure, which together determine risk. Under the European Cosmetic products regulation, all manufacturers have responsibility to ensure that their products are safe and carry out rigorous safety assessments on all cosmetic products before placing them on the market.



Risk management

Risk management is the "identification, evaluation, and prioritisation of risks (...) followed by coordinated and economical application of resources to minimise, monitor, and control the probability or impact of unfortunate events."² Risk management in cosmetics can comprise many different approaches, including warning labelling, restrictions on use, improved-use instructions, monitoring and analysis of market developments, and as a last recourse, an ingredient ban.



Risk communication

Given how easy it is to access and publish information in the internet age, high quality risk communication is more important than ever. Risk communication "means the interactive exchange of information and opinions throughout the risk analysis process as regards hazards and risks, risk-related factors and risk perceptions, among risk assessors, risk managers, consumers, businesses, the academic community and other interested parties, including the explanation of risk assessment findings and the basis of risk management decisions."³ It is the responsibility of the cosmetics and personal care industry to provide clear, comprehensive and robust information to consumers and relevant stakeholders.



INTERNATIONAL CONVERGENCE

The main obstacles to international trade in cosmetics remain technical and regulatory in nature. Cosmetics Europe therefore continues to work with international partners to drive more compatible regulation governing cosmetics products. Progress was made in this regard with China, the Eurasian Customs Union and India. However, setbacks in the trading relationship with the US showed that tariffs may reappear as important trade barriers. Cosmetics products could in future be targeted.

Gerald Renner
Director Technical Regulatory
and International Affairs
Cosmetics Europe



A new approach to regulatory convergence

International regulatory convergence has for long been a key priority for Cosmetics Europe. But there has been a shift from aiming for full regulatory harmonisation towards seeking greater compatibility between existing regulatory systems. This approach takes into account the specificity of each country and existing frameworks to encourage regulatory practices that will ensure the highest level of consumer safety, while reducing unnecessary barriers to trade and enhancing fair competition. To this end, Cosmetics Europe works with counterpart associations and authorities across the globe, and is active in several international platforms such as the **International Cooperation on Cosmetics Regulation (ICCR)**, the **International Association collaboration (IAC)**, the **International Standards Organisations (ISO)** and the **Market Access Advisory Committee (MAAC)**.

The Eurasian Customs Union



Cosmetics Europe engaged with its trade association counterparts and relevant authorities in the Eurasian Customs Union (Russia, Armenia, Belarus, Kazakhstan, and Kyrgyzstan) to promote the EU's risk assessment approach. As a result, Eurasian authorities committed to shifting away from mandatory animal testing on some categories of finished cosmetic products and will instead accept toxicological assessments based on ingredients.

Brexit-induced uncertainties

Given doubts over Brexit timelines and the nature of the UK's withdrawal, industry took a series of steps to prepare, including planning for a worst-case scenario in which the UK leaves with no deal.

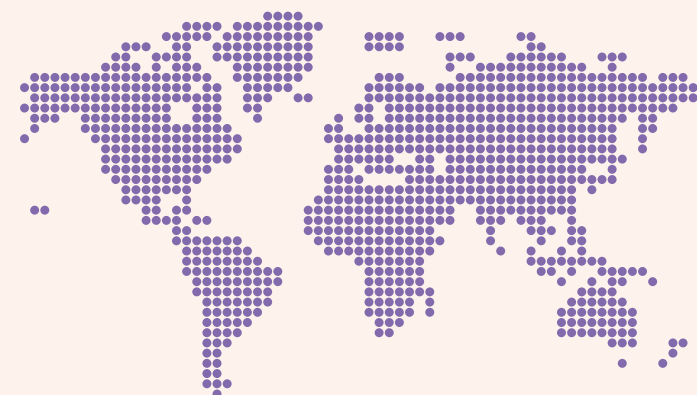
Unique Product Identifier

The creation of a specific product identification code on packaging has long been mooted. In 2018, Cosmetics Europe started exploring industry principles to design a global and workable solution for a 'Unique Product Identifier'.



Developments in India

India published new draft rules relating to cosmetic products, creating a separate legislative framework for cosmetics after they were previously regulated under the same regulation as medicines. Cosmetics Europe continued to engage with Indian authorities, especially the Indian Bureau of Standards, to support the development of the new framework. A workshop was organised to share best regulatory practices, and to explore the role of international standards in a robust regulatory system.



Update from China

The final draft of China's revised legislation governing cosmetics products was shared with the World Trade Organisation. The new legislation, which is now compatible with international practices, will be the basis for important implementing rules addressing safety assessment, alternative methods to animal testing, labelling, and cosmetovigilance.

RESEARCH AND SCIENCE

“The Long-Range Science Strategy (LRSS), Cosmetics Europe’s research programme on alternatives to animal testing, centres on systemic toxicity, one of the most complex endpoints for animal replacement. The LRSS aims to promote exposure-based and hypothesis-driven safety assessments, and to prove that these new approaches are as good, if not better than traditional methods that use predefined tests and requirements to produce a set of data. LRSS is thus about more than developing new non-animal methods, but really about how to advance towards a whole new approach to safety assessments. This evolution represents a paradigm shift that requires a change in mindset, and time to build confidence within industry and amongst external stakeholders.”

Rob Taalman
Director Science & Research
Cosmetics Europe



Dialogue with regulatory stakeholders

Building confidence in new safety assessment approaches calls for open and constructive dialogue with regulatory stakeholders, including the European Commission's Scientific Committee for Consumer Safety (SCCS), the Organisation for Economic Cooperation and Development (OECD), the European Union Reference Laboratory for Alternatives to Animal Testing (EURL ECVAM), the EUTOxRisk Regulatory Advisory Board, and the European Chemicals Agency (ECHA). In 2018, Cosmetics Europe ran several workshops and took part in meetings with all of these organisations, to demonstrate and promote animal-free safety assessment methods and approaches.

LRSS science

For the LRSS to have an impact, it is essential that the science it applies is state-of-the-art. The Cosmetics Europe Science Advisory Board, made up of renowned scientists, helps to ensure that the science meets the required standards. Its view is important both for the current LRSS programme, and the follow-up which is set to begin in 2020. Recent reviews found that LRSS programme does not have any particular gaps or weaknesses and that it is "truly state of the art." Moreover, the Board remarked that: "To facilitate discussions with stakeholders, LRSS should be building more case studies to demonstrate reliance on non-animal approaches in safety assessment."

The next Cosmetics Europe Science Programme, which will cover both consumer health and environmental aspects, will also be scrutinised by the Board, to ensure the same outstanding level of scientific quality.



LRSS website

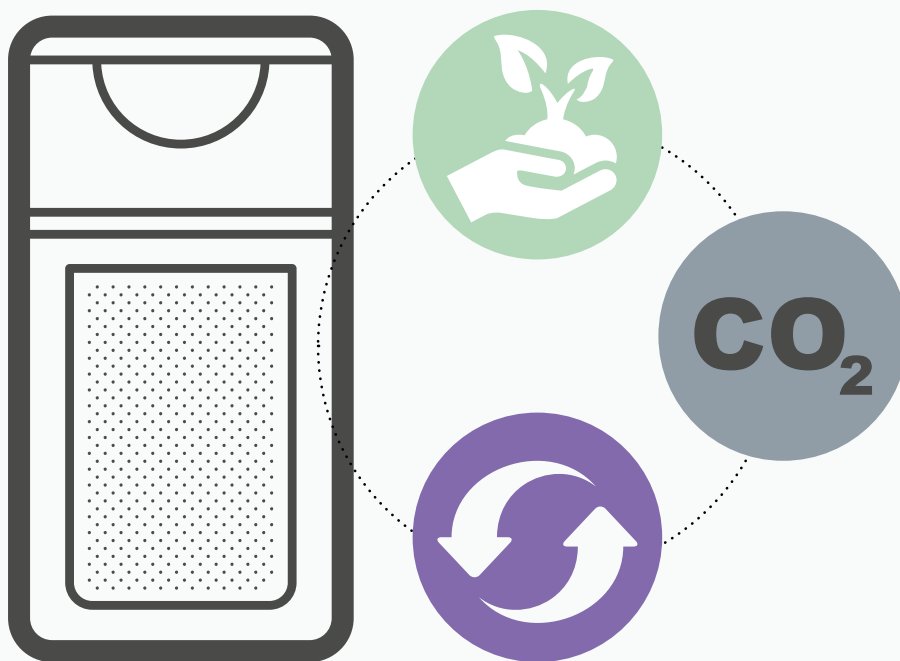
The LRSS programme launched a website to make it easier for Cosmetics Europe members and other stakeholders to learn about the industry's research goals and strategy, and to monitor its progress. Further ideas are being explored, including the publication of online education platforms for safety assessors, to instruct them on how to apply alternative approaches for safety assessment of ingredients and products.



SUSTAINABLE DEVELOPMENT: CONTINUING TO BUILD FOR THE FUTURE

"Many companies in the cosmetics industry have long been mindful of environmental and social sustainability. As political support for sustainability is stronger than ever before, regulators are moving beyond sustainability principles and goals towards more concrete legislative action. The industry is committed to contributing to progress in this field."

Manuela Coroama
Senior Manager, Technical Regulatory Affairs
Cosmetics Europe



Product Environmental Footprint

Following the completion of its study into the development of product environmental footprint category rules for shampoo, Cosmetics Europe published the outcomes in “Integrated Environmental Assessment and Management”, an internationally-recognised and peer-reviewed journal. The study was developed in parallel to a pilot run by the European Commission that examined the environmental footprints of various products and organisations, and largely applied the Commission’s own guidance, methodology and timing.

Conservation of biodiversity

Working with EffCI (the European Federation of Cosmetic Ingredient Suppliers) and UNITIS (the European Organisation of Cosmetic Ingredients Industries and Services), Cosmetics Europe completed the industry’s guidelines for complying with the EU Regulation on access to genetic resources, and the equitable sharing of benefits arising from their utility. The Regulation applies to companies that acquire, and perform research and development on, using genetic resources.



KEEPING UP WITH THE DIGITAL EVOLUTION: ENSURING REGULATORY COMPLIANCE AND A SEAMLESS CONSUMER EXPERIENCE ONLINE

"The Digital Single Market is one of the current European Commission's absolute priorities, with various items of legislation being adopted and adapted to help ensure that consumers truly benefit from digital evolution. Whilst e-commerce now represents a significant sales channel for all companies, many challenges remain, such as ensuring regulatory compliance by all players in the online arena, combatting counterfeiting, and ensuring that consumer experience is equivalent to that offered for off-line sales."

Emma Trogen
Director Legal Affairs
Cosmetics Europe

EFFECTIVE COMMUNICATION IN A DIGITAL AGE

“Cosmetics Europe has for the past two years invested more heavily in online communications, while continuing to build relationships with the press. 2018 showed that these efforts have paid off. Cosmetics Europe’s digital presence has grown significantly, and coverage and relationships with media remain strong. 2019 represents a year of change in the EU. The smart use of digital communications methods, hand in hand with advocacy, will be ever more crucial in shaping the public narrative around the industry’s most important issues.”

Diane Watson
Director Public Affairs & Communications
Cosmetics Europe



How much do you really know about preservatives?

In parallel to a “Lunch & Learn” event for assistants of the European Parliament, Cosmetics Europe ran a social media campaign centred around a quiz about product preservation. The joint activities aimed to raise awareness amongst policy stakeholders as well as consumers of the benefits of preservatives in cosmetic products and to dispel myths surrounding preservative ingredients.



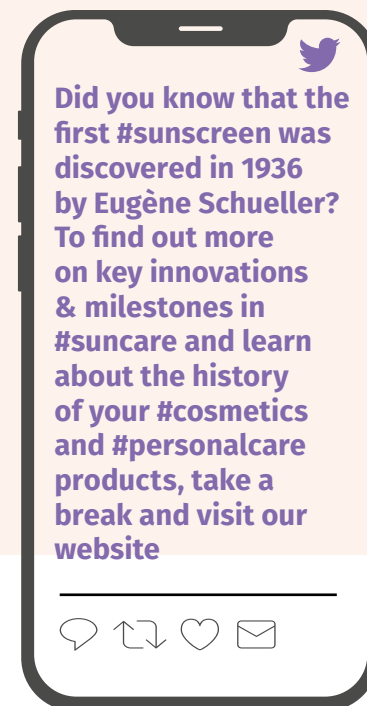
Essentials for Daily Life Blog

In 2018, Cosmetics Europe launched its blog, *Essentials for Daily Life*. The new platform features posts by Cosmetics Europe Director General John Chave on essential issues for the cosmetics and personal care industry. Topics covered in 2018 included selective distribution, the animal testing ban, product preservation, and global regulatory compatibility. All posts were subsequently promoted across Cosmetics Europe's social media channels, providing a highly flexible medium to quickly reach a wide, relevant audience.

Media and social media engagement

Cosmetics Europe continued its efforts to strengthen its social media presence and build relationships with the trade press, as a key means to enhance its reputation as the foremost expert on all matters relating to the European cosmetics and personal care sector. Cosmetics Europe continued to focus on big industry events, such as the Cosmetics Europe Annual Conference, in parallel to ongoing, daily communications. Highlights in 2018 included wide media coverage of the Cosmetics Europe Annual Conference, the event hashtag #CEAC2018 reaching +100,000 online users, and a +30% increase in followers of Cosmetics Europe's Twitter feed.

+30%
increase in followers



OUR TEAM

We take pride in our team.
We personally care

General Management



John Chave
Director-General



Hind Benrhanem
HR Manager and
Executive Assistant

Public Affairs & Communications



Diane Watson
Director



Malgorzata Miazek
Senior Communications
Manager



Paul Girard
Public Affairs Manager



Maria Wouters Rentero
Junior Public Affairs and
Communications Officer



Alicia Segbia
Assistant

Legal Affairs



Emma Trogen
Director



Emilie Rinchar
Issue Manager

Technical Regulatory & International Affairs



Gerald Renner
Director



Manuela Coroama
Senior Manager



Elsa Dietrich
International Relations
Manager



Orla Fenlon
Assistant

Ingredients Defence



Florian Schellauf
Head of Ingredient
Department



Karolina Brzuska
Scientific and
Regulatory Manager



Estefania Cardamone
Project Manager



Savvina Loutatidou
Junior Project Manager



Orla Fenlon
Assistant



Alicia Segbia
Assistant

Science & Research



Rob Taalman
Director



Filipe Almeida
Issue Manager



Martina Klaric
Project Manager LRSS



Bertrand Desprez
Project Manager LRSS



Sabrina Dourte
Assistant



Irene Manou
Industry Project Manager

Resources & Services



Xavier Wouters
Accounting Manager



Delphine Gilles
Office Manager &
Events Supervisor



Betina Simonsen
Senior IT Project
Manager

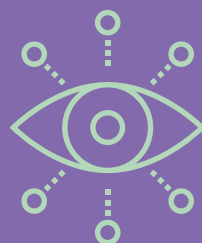


Gabriella Vydeelingum
Receptionist and
Administrative Assistant

OUR MEMBERS AND EXPERT COMMITTEES

For more than 50 years Cosmetics Europe has been an established European trade association for the cosmetics and personal care industry. Our members include cosmetics and personal care manufacturers as well as associations representing our industry at national level, right across Europe.

Our experts have been a trusted partner to policy makers on regulatory and scientific matters. We are committed to working collaboratively with all stakeholders to shape a successful future for our members.



Our Vision

A flourishing European cosmetics and personal care industry.



Our Mission

To shape an operating environment conducive to long term growth and a sustainable and responsible future for our industry.

ACTIVE CORPORATE MEMBERS (ACM)



Beiersdorf



CHANEL



COLGATE-PALMOLIVE



COTY



ESTÉE
LAUDER
COMPANIES



gsk



Henkel



Johnson & Johnson
FAMILY OF CONSUMER COMPANIES



Kao



L'ORÉAL



LVMH



Pierre Fabre
Dermo-Cosmétique



P&G



REVLON | Elizabeth Arden
NEW YORK
ONE IN BEAUTY



SHISEIDO



Unilever

SUPPORTING CORPORATE MEMBERS



Amway



AVON
the company for women



BAYER



GROUPE
L'OCCITANE



ORIFLAME
SWEDEN

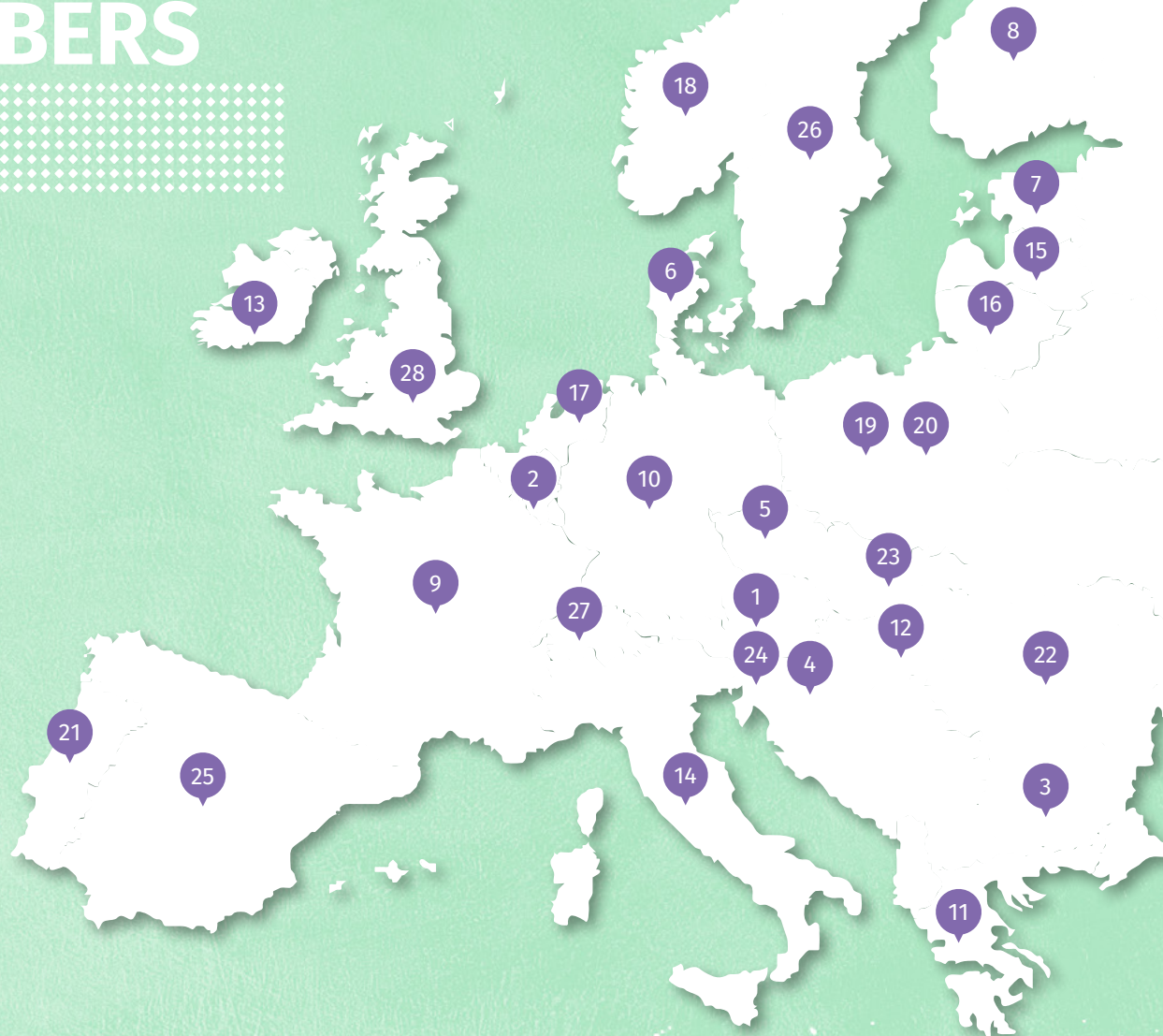


sisley
PARIS



Walgreens Boots Alliance

ACTIVE ASSOCIATION MEMBERS



ACTIVE ASSOCIATION MEMBERS (AAM)

1. Austria

FCIO - Fachverband der Chemischen Industrie Österreichs

2. Belgium & Luxembourg

DETIC - Belgian -Luxembourg Association for manufacturers and distributors of cosmetics, detergents, cleaning products, adhesives and sealants, biocides, related products and aerosol technology

3. Bulgaria

BNAEOPC - Bulgarian National Association Essential Oils, Perfumery and Cosmetics

4. Croatia

ZDK/CCE - The Croatian Chamber of Economy

5. Czech Republic

CSZV - Czech Association for Branded Products

6. Denmark

SPT - Brancheforening for Sæbe, Parfume og Teknisk/kemiske Artikler

7. Estonia

FECl - Federation of Estonian Chemical Industries

8. Finland

TY - Teknokemian Yhdistys ry

9. France

FEBEA - Fédération des Entreprises de la Beauté

10. Germany

IKW - Industrieverband Körperpflege- und Waschmittel

11. Greece

PSVAK - The Hellenic Cosmetic Toiletry and Perfumery Association

12. Hungary

KOZMOS - Hungarian Cosmetic and Home Care Association

13. Ireland

ICDA - Irish Cosmetics & Detergents Association

14. Italy

Cosmetica Italia – Associazione Nazionale Imprese Cosmetiche

15. Latvia

LAKIFA - The Association of Latvian Chemical and Pharmaceutical Industry

16. Lithuania

LIKOHEMA - Lithuanian Cosmetics and Household Chemicals Producers Association

17. The Netherlands

NCV - Nederlandse Cosmetica Vereniging

18. Norway

KLF - Kosmetikleverandørenes Forening

19. Poland

PACDI - Polish Association of Cosmetics and Detergent Industry

20. Poland

PUCI - The Polish Union of Cosmetics Industry

21. Portugal

AIC - Associação dos Industriais de Cosmética, Perfumaria e Higiene Corporal

22. Romania

RUCODEM - Romanian Union of Cosmetics and Detergent Manufacturers

23. Slovakia

SZZV - Slovak Association for Branded Products

24. Slovenia

KPC - Association of Cosmetics and Detergents Producers of Slovenia

25. Spain

STANPA - Asociacion Nacional de Perfumeria y Cosmética

26. Sweden

KoHF - Kosmetik- och hygienföretagen

27. Switzerland

SKW - Schweizerischer Kosmetik und Waschmittelverband

28. United Kingdom

CTPA - Cosmetic, Toiletry & Perfumery Association

SUPPORTING ASSOCIATION MEMBERS

Russia: APCoHM - Association of Perfumery, Cosmetics and Household Chemistry Manufacturers

Russia: PCAR - Perfumery and Cosmetics Association of Russia

Serbia: KOZMODET - Association of Detergents and Cosmetics Producers and Importers of Serbia

South Africa: CTFA - The Cosmetic, Toiletry and Fragrance Association of South Africa

Turkey: KTSD - Turkish Cosmetics & Cleaning Products Industry Association

CORRESPONDENT MEMBERS

Combe Inc.

CTFA - The Cosmetic, Toiletry and Fragrance Association of South Africa

EDANA - The International Association Serving the Nonwovens and Related Industries

BOARD OF DIRECTORS AND MEMBER COMMITTEES

BOARD OF DIRECTORS

Chair: Mr Loïc Armand – L'ORÉAL

Members:

Dr Gerhard Benner- BEIERSDORF
 Mr Mario Bramante – COTY
 Ms Blanka Chmurzynska Brown – POLISH UNION OF COSMETICS INDUSTRY
 Mr Andrea D'Avack - CHANEL
 Dr Marival Diez- STANPA
 Mr Simon Dufaigneux – SISLEY
 Ms Yuri Endo – SHISEIDO
 Mr George Fatouros – BAYER CONSUMER CARE
 Dr Thomas Foerster - HENKEL
 Ms Melinda Friend - COLGATE-PALMOLIVE
 Mr Charles-François Gaudefroy - UNILEVER
 Mr Olof Holmer - KoHF
 Ms Birgit Huber - IKW
 Ms Magali Jousselein - JOHNSON & JOHNSON
 Dr Marie Kennedy - REVLON - ELIZABETH ARDEN
 Mr Hirofumi Kuwahara - KAO
 Ms Anne Laissus-Leclerc - LVMH
 Ms Teresa Layer - GLAXOSMITHKLINE
 Ms Isabelle Martin - ESTÉE LAUDER
 Mr Patrick Masscheleyn - PROCTER & GAMBLE
 Ms Emma Meredith - CTPA
 Dr Luca Nava - COSMETICA ITALIA
 Mr Patrick O'Quin – FEBEA
 Mr Xavier Ormancey – PIERRE FABRE
 Mr Hervé Toutain - L'ORÉAL

OPERATIONAL COMMITTEE

Ms Pamela Bloor - UNILEVER
 Dr Odile de Silva – L'ORÉAL
 Dr Jean-Paul Dechesne – COLGATE-PALMOLIVE
 Dr Marival Diez – STANPA
 Mr Eric Dufour – L'ORÉAL
 Ms Birgit Huber – IKW
 Ms Isabelle Martin - ESTÉE LAUDER
 Mr Peter-Boris Schmitt – HENKEL
 Dr Ronald Van Welie – NCV
 Dr Horst Wenck – BEIERSDORF
 Dr Graham Wilson – PROCTER & GAMBLE

ACTIVE ASSOCIATION MEMBERS (AAM)

Chair: Mr Ronald van Welie - NCV

Members

Ms Marina Biskupec – ZDK/CCE
 Ms Blanka Chmurzynska Brown – POLISH UNION OF COSMETICS INDUSTRY
 Dr Bernard Cloëtta - SKW
 Ms Ana-Maria Couras – AIC
 Ms Virginie D'Enfert - FEBEA
 Ms Siobhan Dean – ICDA
 Dr Marival Diez- STANPA
 Ms Raina Dureja – LAKIFA
 Ms Anne Dux - FEBEA
 Mrs Helle Fabiansen - SPT
 Mr George Georgadakis - PSVAK
 Ms Helena Gombac Rozanec - KPC
 Dr Christian Gründling - FCIO
 Mr Olof Holmer - KoHF
 Ms Birgit Huber – IKW
 Mr Peter Jansson - KOHF
 Ms Inara Joniskiene – LIKOCHEMA
 Ms Sari Karjomaa – T.Y. TEKNOKEMIAN YHDISTYS RY
 Mr Jan Levora – CSZV
 Ms Katarzyna Lubinska -PACDI
 Dr Emma Meredith – CTPA
 Mr Hallar Meybaum – FECI
 Mr Garret Moran – ORIFLAME COSMETICS
 Mr Istvan Muranyi - KOZMOS
 Dr Luca Nava - COSMETICA ITALIA
 Dr Anna Oborska - PACDI
 Mr Patrick O'Quin - FEBEA
 Ms Mihaela Rabu - RUCODEM
 Mr Finn Rasmussen - KLF
 Mr Lubomír Tuchscher - SZZV
 Ms Nikolina Uzunova - BNAEOPC
 Ms Françoise Van Tiggelen - DETIC

ACTIVE CORPORATE MEMBERS (ACM)**Chair: Mr Charles-François Gaudefroy - UNILEVER****Members**

Mr Daisuke Araki – KAO
 Ms Pamela Bloor – UNILEVER
 Ms Snehhil Chitneni – L'OREAL
 Dr Odile de Silva – L'OREAL
 Dr Raniero De Stasio – ESTEE LAUDER
 Dr Jean-Paul Dechesne – COLGATE-PALMOLIVE
 Ms Yuri Endo – SHISEIDO
 Dr Rolf Fautz – KAO
 Dr Thomas Foerster – HENKEL
 Ms Melinda Friend – COLGATE-PALMOLIVE
 Dr Magali Jousselin – JOHNSON & JOHNSON
 Dr Marie Kennedy – REVLON – ELIZABETH ARDEN
 Mr Hirofumi Kuwahara – KAO
 Ms Anne Laissus-Leclerc – LVMH
 Ms Teresa Layer – GLAXOSMITHKLINE
 Ms Isabelle Martin – ESTÉE LAUDER
 Mr Patrick Masscheleyn – PROCTER & GAMBLE
 Mr Xavier Ormancey – PIERRE FABRE
 Dr Dominic Pratt – KAO
 Mr Hervé Toutain – L'ORÉAL
 Ms Esperanza Troyano – PROCTER & GAMBLE

SUPPORTING CORPORATE MEMBERS (SCM)

Mrs Aurelie Cohu- SISLEY
 Mr Simon Dufeigneux - SISLEY
 Ms George Fatouros – BAYER CONSUMER CARE AG
 Mr José Ginestar – SISLEY
 Tonya Kemp – AMWAY
 Ms Amelle Liaz - BAYER
 Dr Amanda Long – AVON
 Mr Garrett Moran – ORIFLAME COSMETICS
 Mr Jerome Senec – L'OCCITANE
 Ms Cinzia Vela – BOOTS
 Mr David Vilbert - SISLEY

OUR STRATEGIC CORE TEAMS

SCT ADVOCACY REPUTATION COMMUNICATION

Chair: Mr Peter-Boris Schmitt - HENKEL

Vice Chairs: Mrs Cynthia Sanfilippo - L'ORÉAL

**Ms Blanka Chmurszyska Brown - POLISH UNION
OF COSMETICS INDUSTRY**

Members:

Mr Marcello Accorsi - FEDERCHIMICA
Ms Arianna Albanese - Johnson & Johnson
Ms Janine Arnold-Rall - HENKEL
Mr Andrea Bonetti - FEDERCHIMICA
Ms Benedetta Boni - COSMETICA ITALIA
Mr Pierre Bouygues - L'ORÉAL
Dr Jens Burfeindt - IKW
Ms Thérèse Burke - JOHNSON & JOHNSON
Mr Arthur Carabia - BOOTS
Ms Blanka Chmurszyska Brown - POLISH UNION OF
COSMETICS INDUSTRY
Ms Marie Cotte - FEBEA
Mrs Caroline Criniere - CHANEL
Mr Christian Ditlev Lund - SPT
Ms Annalena Fockenbrock - HENKEL
Ms Melinda Friend - COLGATE-PALMOLIVE
Ms Pilar Garcia - GLAXOSMITHKLINE
Ms Patricia Gendelman - PIERRE FABRE
Ms Caterina Geremei - LVMH
Mrs Zena Hasan - KAO
Mr David Hughes - JOHNSON & JOHNSON
Ms Debbie Hunter - CTPA
Ms Marta Karasek-Pisarska - GLAXOSMITHKLINE
Mr Sarah Klappert - BEIERSDORF
Ms Carole Le Mestre - LVMH
Ms Amelle Liaz - BAYER CONSUMER CARE AG
Mr Gustavo Maranes - JOHNSON & JOHNSON
Ms Isabelle Martin - ESTÉE LAUDER
Ms Katja Murray - GLAXOSMITHKLINE
Dr Anna Oborska - PACDI
Ms Audrey Peauger - FEBEA
Mr Joris Pollet - PROCTER & GAMBLE

Mr Sacha Polverini - BOOTS
Ms Fabienne Roeykens - L'OREAL
Mrs Fatma Sahin - UNILEVER
Mr Harald Schlatter - PROCTER & GAMBLE
Ms Kathrin Schurrer - CHANEL
Ms Agnieszka Sobkowiak - KOSMETYKI DETERGENTY
Ms Noelia Souque Caldato - AVON
Ms Ines Tannert - BEIERSDORF
Ms Estelle Vallette - COLGATE-PALMOLIVE
Ms Marjolein Van Oostrum - NCV
Ms Françoise Van Tiggelen - DETIC
Ms Imelda Vital - AMWAY
Ms Malgorzata Wadzinska - PROCTER & GAMBLE
Mr Frédérick Warzée - DETIC
Ms Fabienne Weibel - CHANEL

SCT INGREDIENTS DEFENCE

Chair: Dr Eric Dufour - L'ORÉAL

**Vice Chairs: Ms Pamela Bloor - UNILEVER
Dr Raniero De Stasio - ESTÉE LAUDER**

Members :

Dr Anette Abschütz - PROCTER & GAMBLE
Mr Peter Blenkiron - BAYER HEALTHCARE SAS
Dr Christophe Brault-Chevalier - LVMH
Ms Nicole Brun - COTY
Dr Dagmar Bury - L'OREAL
Ms Gaëlle Charnay - PIERRE FABRE
Ms Yu-Ting Chen - DETIC
Mr James Coleman - KAO
Mr Pierre Denis - COLGATE-PALMOLIVE
Ms Ingrid Desvignes - SHISEIDO
Dr Stefano Dorato - COSMETICA ITALIA
Dr Eric Dufour - L'ORÉAL
Ms Anne Dux - FEBEA
Ms Michèle Elbaz - CHANEL
Dr Rolf Fautz - KAO
Ms Pilar Garcia Hermosa - STANPA
Mr Volker Holle - BEIERSDORF

Ms Lonneke Jongmans - NCV
Dr Hans-Joachim Kätker - COTY
Dr Detlef Keller - HENKEL
Dr Marie Kennedy - REVLO - ELIZABETH ARDEN
Ms Beata Kowalczy - PACDI
Ms Carole Le Mestre - LVMH
Ms Charlotte Lemmonds - AMWAY CORPORATION
Dr Amanda Long - AVON
Ms Julie McManus - GLAXOSMITHKLINE
Mr Boris Michelin - JOHNSON & JOHNSON
Ms Caroline Rainsford - CTPA
Dr Klaus Rettinger - IKW
Ms Lise Skjoedt Soerensen - SPT
Ms Ewa Starzyk - POLISH UNION OF COSMETICS INDUSTRY
Mr Adama Traore - JOHNSON & JOHNSON
Mr Teppei Usami - SHISEIDO
Dr Yves Valty - CHANEL
Ms Marion Van Deurzen - UNILEVER
Ms Cinzia Vela - BOOTS
Dr Armin Wadle - HENKEL
Dr Jeremy Wong - ESTÉE LAUDER

SCT INTERNATIONAL CONVERGENCE

Chair: Dr Jean-Paul Dechesne - COLGATE PALMOLIVE

Vice-Chair: Dr Odile de Silva - L'ORÉAL

Members:

Daisuke Araiki KANEBO - KAO
Erika Bonnegrace - CTPA
Anne-Marie Breton - FEBEA
Ms Susana Arranz Vegas - STANPA
Ms Virgine D'Enfert - FEBEA
Dr Stefano Dorato - COSMETICA ITALIA
Ms Yuri Endo - SHISEIDO
Ms Melinda Friend - COLGATE-PALMOLIVE
Mr Armand Guyon - FEBEA
Mrs Zena Hasan - KAO
Ms Barbara Hery - LVMH
Ms Patricia Houy - JOHNSON & JOHNSON

Dr John Humphreys - PROCTER & GAMBLE
 Ms Tonya Kemp - AMWAY
 Dr Marie Kennedy - REVLON - ELIZABETH ARDEN
 Ms Claire Lepetit - L'OCCITANE
 Mr Brian Lightfoot - L'ORÉAL
 Dr Amanda Long - AVON
 Ms Julie McManus - GLAXOSMITHKLINE
 Dr Emma Meredith - CTPA
 Mr Garrett Moran - ORIFLAME COSMETICS
 Ms Delphine Rogier - CHANEL
 Ms Bénédicte Roux - PIERRE FABRE
 Ms Marianne Schwarberg - BADEN BADEN COSMETICS GROUP A
 Ms Agnieszka Trzesicka - ESTÉE LAUDER
 Mr Marc-André Vernhet - PIERRE FABRE
 Mr Graham Wilson - PROCTER & GAMBLE
 Mr Simon Young - UNILEVER

SCT REGULATORY STRATEGY

Chair: Mr Graham Wilson - PROCTER & GAMBLE

Vice Chairs: Ms Giulia Ciarlo - L'ORÉAL

Dr Anne Dux - FEBEA

Members:

Mr Hiroto Akabane - KAO
 Ms Teresa Basile - ESTÉE LAUDER
 Mr Sandrine Baumann - BAYER CONSUMER CARE AG
 Mr Sevd Bekiroglu Türkeli - UNILEVER
 Ms Marina Bishop - BOOTS
 Ms Yu-Ting Chen - DETIC
 Mr Plinio de Goes - KAO
 Ms Sylvia Devineau - COTY
 Dr Stefano Dorato - COSMETICA ITALIA
 Ms Morgane Duchemin - L'OCITANE
 Ms Yuri Endo - SHISEIDO
 Ms Elisabeth Fournier-Qezari - L'ORÉAL
 Ms Pilar Garcia Hermosa - STANPA
 Ms Barbara Hery - LVMH
 Mr Volker Holle - BEIERSDORF
 Mr Matthias Ibel - IKW

Ms Amanda Isom - CTPA
 Ms Lonneke Jongmans - N.C.V.
 Dr Magali Jousset - JOHNSON & JOHNSON
 Dr Marie Kennedy - REVLON - ELIZABETH ARDEN
 Ms Beata Kowalczyk - PACDI
 Ms Anne Laissus-Leclerc - LVM
 Ms Laurence Leroy - JOHNSON & JOHNSON
 Dr Amanda Long - AVON
 Ms Isabelle Martin - ESTÉE LAUDER
 Mr Garrett Moran - ORIFLAME COSMETICS
 Ms Anna Montero - REVLON-ELIZABETH ARDEN
 Dr Alexandra Muth - KAO
 Dr Anna Oborska - PACDI
 Dr Inge Oudenaarde - GSK CONSUMER HEALTHCARE
 Dr Sandra Rechsteiner - COLGATE-PALMOLIVE
 Ms Bénédicte Roux - PIERRE FABRE
 Ms Lise Skjoedt Soerensen - SPT
 Ms Ewa Starzyk - POLISH UNION OF COSMETICS INDUSTRY
 Ms Agnieszka Trzesicka - ESTÉE LAUDER
 Ms Estelle Vallette - COLGATE-PALMOLIVE
 Ms Marion Van Deurzen - UNILEVER
 Mr David Van Passel - JOHNSON & JOHNSON
 Dr Ronald van Welie - NCV
 Dr Armin Wadle - HENKEL
 Ms Lisa Watkins - AMWAY

SCT SCIENCE

Chair: Dr Horst Wenck - BEIERSDORF

Vice Chairs: Dr Emma Meredith - CTPA

Dr Dirk Petersohn - HENKEL

Members:

Dr Christine Chaumont - PIERRE FABRE
 Dr Raniero De Stasio - ESTÉE LAUDER
 Ms Anne Dux - FEBEA
 Ms Annette Ebeling - AMWAY
 Dr Rolf Fautz - KAO
 Ms Pilar Garcia Hermosa - STANPA
 Dr Marita Grothus - IKW

Ms Lonneke Jongmans - NCV
 Ms Beata Kowalczyk - PACDI
 Dr Thomas Koch - COTY
 Dr Sophie Loisel-Joubert - L'ORÉAL
 Dr Amanda Long - AVON
 Dr Gavin Maxwell - UNILEVER
 Ms Julie McManus - GLAXOSMITHKLINE
 Dr Anna Oborska - PACDI
 Dr Marc Paye - COLGATE-PALMOLIVE
 Dr Heike Scheffler - PROCTER & GAMBLE
 Dr Weiyi Su - ESTÉE LAUDER
 Dr Takahiko Suwa - SHISEIDO
 Mr Adama Traore - JOHNSON & JOHNSON
 Dr Yves Valtz - CHANEL

SCT SELECTIVE DISTRIBUTION CHANNELS

Chair: Ms Isabelle Martin - ESTÉE LAUDER

Members:

Ms Teresa Basile - ESTÉE LAUDER
 Mr Guido Baumgartner - COTY
 Mr Rafael Cid - STANPA
 Ms Corinne Coscas - LVMH
 Ms Hélène Daniel - LVMH
 Mrs Margaux De Dinechin - FEBEA
 Ms Nathalie Dreyfuss - COLGATE-PALMOLIVE
 Ms Ann-Marie Galvin - UNILEVER
 Ms Patricia Gendelman - PIERRE FABRE
 Ms Isabelle Horem - CHANEL
 Mr Heiko Maile - KAO
 Dr Nina Moise - SHISEIDO
 Mr Benjamin Neyt - LVMH
 Mr Darshit Patel - UNILEVER
 Ms Ksenia Razoumovskaia - L'ORÉAL
 Mrs Cynthia Sanfilippo - L'ORÉAL
 Ms Sonia Selletti - STUDIO LEGALE ASTOLFI E ASSOCIATI
 Ms Fabienne Weibel - CHANEL

OUR EXPERT TEAMS (ET)

ET BORDERLINES

Chair: Dr Jean-Paul Dechesne - Colgate Palmolive

Members:

Ms Teresa Basile - ESTÉE LAUDER
 Ms Laurence Corral - PIERRE FABRE
 Dr Raniero De Stasio - ESTÉE LAUDER
 Dr Jean-Paul Dechesne - COLGATE-PALMOLIVE
 Mr Stuart Elliott - GLAXOSMITHKLINE
 Ms Ana Gaspar - COLGATE-PALMOLIVE
 Mr Matthias Ibel - IKW
 Dr Michael Kuhn - BEIERSDORF
 Mr Rapolla Francesca - CTPA
 Ms Ewa Starzyk - POLISH UNION OF COSMETICS INDUSTRY
 Ms Estelle Vallette - COLGATE-PALMOLIVE
 Mr David Van Passel - JOHNSON & JOHNSON
 Mr Graham Wilson - PROCTER & GAMBLE
 Ms Tamsin Worrall-Andrews - UNILEVER

ET CHINA

Chair: Dr Claudio Pari - L'ORÉAL

Members:

Ms Marina Bishop - BOOTS
 Ms Erika Bonnegrace - CTPA
 Ms Anne-Marie Breton - FEBEA
 Mr Edison Chen - JOHNSON & JOHNSON
 Ms Vivian-Xy Chen - UNILEVER
 Dr Bernard Cloëtta - SKW
 Dr Pascal Courtellemont - LVMH
 Ms Virginie D'Enfert - FEBEA
 Dr Raniero De Stasio - ÉSTEE LAUDER

Ms Simone Diehl - COTY
 Dr Stefano Dorato - COSMETICA ITALIA
 Ms Alex Egan - ORIFLAME
 Ms Yuri Endo - SHISEIDO
 Dr Rolf Fautz - KAO
 Ms Melinda Friend - COLGATE-PALMOLIVE
 Mr Jean-Noel Heng - BAYER CONSUMER CARE AG
 Ms Barbara Hery - LVMH
 Ms Victoria Hu - L'ORÉAL
 Ms Birgit Huber - IKW
 Dr John Humphreys - PROCTER & GAMBLE
 Mr Tetsuya Kambe - JCIA
 Ms Tonya Kemp - AMWAY
 Dr Marie Kennedy - REVLO-ELIZABETH ARDEN
 Mr Charlie Lai - UNILEVER
 Ms Anne Laissus-Leclerc - LVMH
 Ms Francine Lamoriello - PCPC
 Mr Wu Lan - L'ORÉAL
 Ms Laurence Leroy - CHANEL
 Ms Hua Li - JOHNSON & JOHNSON
 Dr Qian-Yi Li - HENKEL
 Ms Christina Liu - LVMH
 Ms Cocoa Liu - EUROPEAN CHAMBE OF COMMERCE IN CHINA
 Mr Reuben Mascarenhas - BOOTS
 Ms Lola Mazere - JOHNSON & JOHNSON
 Dr Weiping Mei - BEIERSDORF
 Ms Hamidah Minhaj - COLGATE-PALMOLIVE
 Ms Anna Ost - L'ORÉAL
 Mr Pedro Rosario - BOOTS
 Ms Marianne Schwarberg - BADEN BADEN COSMETICS GROUP AG
 Mr Rika Takahashi - SHISEIDO
 Mr Marc-André Vernhet - PIERRE FABRE
 Ms Nancy Wang - ÉSTEE LAUDER

Mr Pellets Wang - REVLO-ELIZABETH ARDEN
 Mr Graham Wilson - PROCTER & GAMBLE
 Ms Lisa Wu - COLGATE-PALMOLIVE
 Ms Qian Wu - PROCTER & GAMBLE
 Ms Selina Xie - COLGATE-PALMOLIVE
 Mr Jie-Bing Zhu - UNILEVER

ET CLAIMS & ADVERTISING

Chair: Ms Marion Van Deurzen - UNILEVER

Members

Mr Edison Chen - JOHNSON & JOHNSON
 Mr Salim Chibout - L'ORÉAL
 Ms Nilgun Dayioglugil - AVON
 Ms Isabelle Dermigny - CHANEL
 Dr Raniero De Stasio - ÉSTEE LAUDER
 Dr Stefano Dorato - COSMETICA ITALIA
 Ms Morgane Duchemin - L'OCCITANE
 Ms Alex Egan - ORIFLAME
 Ms Audrey Fajole - PIERRE FABRE
 Ms Pilar Garcia Hermosa - STANPA
 Ms Eva Goenaga - REVLO-ELIZABETH ARDEN
 Ms Samantha Holliman - GLAXOSMITHKLINE
 Ms Barbara Hery - LVMH
 Ms Patricia Houy - JOHNSON & JOHNSON
 Ms Birgit Huber - IKW
 Mr Matthias Ibel - IKW
 Ms Sanela Karahasanovic - KAO
 Mr Kiyomi Kawa - SHISEIDO
 Dr Anja Knott - BEIERSDORF
 Ms Julie Leone - GLAXOSMITHKLINE
 Mr Ian Marlow - BOOTS

Ms Isabelle Martin - ÉSTEE LAUDER
 Ms Laure Menanteau - FEBEA
 Mr Istvan Muranyi – KOZMOS
 Ms Francesca Rapolla - CTPA
 Ms Andrea Saettler - HENKEL
 Ms Sonia Selletti - STUDIO LEGALE ASTOLFI E ASSOCIATI
 Ms Marine Sire - PIERRE FABRE
 Ms Estelle Vallette - COLGATE-PALMOLIVE
 Ms Marjolein Van Oostrum – NCV
 Mr Frédérick Warzée - DETIC
 Ms Elke Willems - BEIERSDORF
 Mr Graham Wilson - PROCTER & GAMBLE
 Ms Justyna Zeranska - POLISH UNION OF COSMETICS INDUSTRY

ET ENVIRONMENTAL SCIENCE

Chair: Veronique Poulsen

Members:

Ms Sonia Antkowiak - POLISH UNION OF COSMETICS INDUSTRY
 Mr Pierre Bouygues - L'ORÉAL
 Ms Catherine Bramaud - FEBEA
 Ms Andrea Carrao – KAO
 Dr Susan Csiszar - PROCTER GAMBLE
 Mr Iain Davies - PCPC
 Ms Giorgia De Berardinis - COLGATE-PALMOLIVE
 Ms Ana Gaspar - COLGATE-PALMOLIVE
 Dr Jalila Hibatallah – CHANEL
 Benjamin Hooi - NCV
 Mr David Hughes - JOHNSON & JOHNSON
 Ms Khusbu Jain - AVON
 Mr Peter Jansson - KTF
 Dr Marie Johansson - COLGATE-PALMOLIVE

Ms Judith Kaumanns - COTY
 Ms Thea Koning - UNILEVER
 Mr Michael Krugman - ESTÉE LAUDER
 Ms Barbara Leroy - JOHNSON & JOHNSON
 Dr Amanda Long – AVON
 Marc Pissavini - COTY
 Mr Arnaud Therese - CHANEL
 Dr Beta Montemayor - CCTFA
 Ms Caroline Rainsford - CTPA
 Dr Klaus Rettinger - IKW
 Ms Cynthia Sanfilippo - L'ORÉAL
 Mr Uta Schubbert – COLGATE-PALMOLIVE
 Dr Lucy Speirs -UNILEVER
 Dr Stephan Teichmann - WIN COSMETIC GMBH & CO KG
 Mr Richard Von Stein - AVON
 Mr Thorsten Wind – HENKEL
 Ms Adegboyega Tempitope – AVON
 MS Annette Ebeling - AMWAY

ET EURASIAN CUSTOMS UNION

Chair : Ms Ekaterina Tchepourina -- L'ORÉAL

Members:

Ms Sophie Benichou – LVMH
 Ms Erika Bonnegrace – CTPA
 Ms Anne-Marie Breton – FEBEA
 Ms Flavie Buisset - SHISEIDO
 Dr Raniero De Stasio – ÉSTEE LAUDER
 Ms Marianne Destombes – ÉSTEE LAUDER
 Ms Tatyana Dvoryadkina – AVON
 Ms Alex Egan – ORIFLAME
 Mr Najwa Khalife – L'ORÉAL

Ms Tatiana Kolesova – ÉSTEE LAUDER
 Ms Maria Kosinova – JOHNSON & JOHNSON
 Ms Elena Kouznetsova – L'ORÉAL
 Mr Elif Kuhn - COTY
 Mr Hirofumi Kuwahara – KAO
 Dr Qian-Yi Li – HENKEL
 Dr Emma Meredith - CTPA
 Mr Padel Podolsky - UNILEVER
 Ms Elena Prostopopova – COLGATE-PALMOLIVE
 Ms Corinne Rachman – LVMH
 Ms Elmira Syubaeva - AMWAY
 Ms Adeline Thomas - SHISEIDO
 Mr Adama Traore – JOHNSON & JOHNSON
 Ms Sophie Dubois-Viales - SHISEIDO
 Ms Glenda Williams - PCPC
 Mr Graham Wilson – PROCTER & GAMBLE

ET EXPOSURE**Chair: Dr Sarah Tozer - Procter & Gamble****Members:**

Dr Catherine Barratt - UNILEVER
 Ms Paula Connolly - KIMBERLY-CLARK LIMITED
 Dr Pierre-Jacques Ferret - PIERRE FABRE
 Dr Petra Kern - PROCTER & GAMBLE
 Dr Françoise Audebert - FEBEA
 Dr Fanny Boisleve - CHANEL
 Ms Henriette Bastiansen - COLGATE-PALMOLIVE
 Ms Marie-Pierre Berrada-Gomez - PIERRE FABRE
 Dr Tam Bami Mai Thanh - LVMH
 Dr Christophe Brault-Chevalier - LVMH
 Dr Dagmar Bury - L'OREAL
 Dr Claire Davies - UNILEVER
 Dr Nicolas Dornic - LVMH
 Ms Michèle Elbaz - CHANEL
 Dr Elisabeth Gerber - BEIERSDORF
 Dr Nicola Gilmour - UNILEVER
 Ms Sarah Gilpin - ESTÉE LAUDER
 Mr Mitsuo Hanada - KAO
 Mr Craig Harvey - COLGATE-PALMOLIVE
 Dr Sabrina Heinz - KAO
 Dr Taryn Kirsch - PROCTER & GAMBLE
 Ms Maya Krasteva - L'ORÉAL
 Mr Hirofumi Kuwahara - KAO
 Dr Jon Lalko - ESTÉE LAUDER
 Dr Timothy McCarthy - JOHNSON JOHNSON
 Dr Victor Oreffo - UNILEVER
 Ms Caroline Rainsford - CTPA
 Ms Anne-Catherine Schene - L'OREAL
 Dr Thomas Teichert - BEIERSDORF
 Dr Jeremy Wong - ESTÉE LAUDER

ET FUTURE OF MANDATORY CONSUMER INFORMATION**Chair: Ms Anne Laissus-Leclerc - LVMH****Members:**

Dr Françoise Audebert - FEBEA
 Ms Teresa Basile - ESTÉE LAUDER
 Ms Caroline Bassoni - JOHNSON & JOHNSON
 Ms Christel Birkman-Little - PROCTER & GAMBLE
 Ms Marina Bishop - BOOTS
 Ms Steffi Bogart - ESTÉE LAUDER
 Dr Jens Burfeindt - IKW
 Ms Oualida Draa - KAO
 Dr Joanna Fitch - GLAXOSMITHKLINE
 Ms Elisabeth Fournier-Qezari - L'ORÉAL
 Ms Pilar Garcia Hermosa - STANPA
 Dr Roberto Gorni - COSMETICA ITALIA
 Ms Patricia Houy - JOHNSON & JOHNSON
 Ms Claudia Hundeiker - HENKEL
 Ms Khusbu Jain - AVON
 Dr Marie Kennedy - ELIZABETH ARDEN
 Ms Kiyomi Kawa - SHISEIDO
 Ms Isabelle Martin - ESTÉE LAUDER
 Dr Philippe Merkin - CHANEL
 Ms Cécile Michel - COTY
 Dr Alexandra Muth - KAO
 Ms Francesca Rapolla - CTPA
 Ms Marine Sire - PIERRE FABRE
 Ms Estelle Vallette - COLGATE-PALMOLIVE
 Ms Marion Van Deurzen - UNILEVER

ET HAIR PREPARATION**Chair: Mr Mario Bramante - HFC PRESTIGE SERVICE GERMANY GMBH****Members:**

Ms Olivia Bertaux - L'ORÉAL
 Ms Catherine Bramaud - FEBEA
 Dr Raniero De Stasio - ÉSTEE LAUDER
 Ms Tine Dewaele - UNILEVER
 Dr Eric Dufour - L'ORÉAL
 Mr Atse Korndorffer - KEUNE
 Dr Giancarlo Melato - COSMETICA ITALIA
 Dr Emma Meredith - CTPA
 Ms Anna Montero - REVLON-ELIZABETH ARDEN
 Dr Dominic Pratt - KAO
 Dr Pushpa Rao - COMBE
 Ms Sandy Tessier - AVEDA INSTITUTE
 Dr Armin Wadle - HENKEL

ET INDIA**Chair: Ms Erika Bonnegrace - CTPA****Members**

Ms Geeta Bajaj - ÉSTEE LAUDER
 Dr Veena Balgi - L'ORÉAL
 Ms Sophie Benichou - LVMH
 Ms Anne-Marie Breton - FEBEA
 Ms Denise David - ÉSTEE LAUDER
 Ms Virginie D'Enfert - FEBEA
 Ms Simone Diehl - COTY
 Dr Rajendra Dobriyal - UNILEVER
 Dr Stefano Dorato - COSMETICA ITALIA
 Ms Alex Egan - ORIFLAME
 Ms Barbara Hery - LVMH
 Mr Varun Jain - BEIERSDORF
 Mr Sumeet Jaiswal - ORIFLAME COSMETICS
 Mr Umesh Kathuria - AVON
 Ms Tonya Kemp - AMWAY
 Dr Marie Kennedy - REVON-ELIZABETH ARDEN
 Ms Francine Lamoriello - PCPC
 Ms Lola Mazere - JOHNSON & JOHNSON
 Ms Malathi Narayanan - IBHA
 Ms Natalie Obermann - PCPC
 Ms Anna Ost - L'ORÉAL
 Ms Corinne Rachman - LVMH
 Ms Sonal Shidhore - JOHNSON & JOHNSON
 Mr Kumar Siva - PROCTER & GAMBLE
 Mr Abhinav Srivastava - AMWAY
 Dr Manas Vyas - COLGATE-PALMOLIVE
 Mr Graham Wilson - PROCTER & GAMBLE

ET INGREDIENT MONITORING ASSESSMENT**Chair: Ms Caroline Rainsford - CTPA****Members:**

Ms Maria Alvarez - STANPA
 Ms Sonia Antkowiak - POLISH UNION OF COSMETICS INDUSTRY
 Mr Sevde Bekiroglu Turkeli - UNILEVER
 Ms Pamela Bloor - UNILEVER
 Ms Catherine Bramaud - FEBEA
 Dr Mai Thanh Tam Bami - LVMH
 Ms Yu-Ting Chen - DETIC
 Mr Marc Conill REVLON - ELIZABETH ARDEN
 Ms Oualida Draa - KAO
 Ms Justine Drevet - ORIFLAME COSMETICS
 Ms Catherine Firmani - CHANEL
 Dr Anne Fuchs - KAO
 Ms Nadine Galonde - EDANA
 Ms Laura Garcia Deacon - AVON
 Ms Pilar Garcia Hermosa - STANPA
 Ms Katrin Gies - KAO
 Dr Marita Grothus - IKW
 Mr Volker Holle - BEIERSDORF
 Mr Benjamin Hooi - NCV
 Ms Céline Huet - L'ORÉAL
 Mr Peter Jansson - KTF
 Ms Lonneke Jongmans - NCV
 Ms Sanela Karahasanovic - KAO
 Dr Hans-Joachim Kätker - COTY
 Dr Marie Kennedy REVLON - ELIZABETH ARDEN
 Ms Beata Kowalczyk - KOSMETYKI-DETERGENTY
 Ms Claire Lepetit - L'OCCITANE
 Ms Anais Ley - SHISEIDO
 Dr Linda Loretz - PCPC

Ms Julie McManus - GLAXOSMITHKLINE
 Dr Giancarlo Melato - COMSETICA ITALIA
 Mr Boris Michelin - JOHNSON & JOHNSON
 Dr Beta Montemayor - COSMETICS ALLIANCE
 Ms Marie Moulis - LVMH
 Dr Anna Oborska - KOSMETYKI-DETERGENTY
 Dr Sandra Rechsteiner - COLGATE-PALMOLIVE
 Mr Bastian Scholz - PROCTER & GAMBLE
 Ms Julia Schouman - CHANEL
 Ms Ewa Starzyk - POLISH UNION OF COSMETICS INDUSTRY
 Ms Sara Tormo - COLGATE-PALMOLIVE
 Ms Agnieszka Trzesicka - ESTÉE LAUDER
 Ms Marion Van Deurzen - UNILEVER
 Dr Mark Vaughan - GLAXOSMITHKLINE

ET INHALATION**Chair: Mr Anthony Bowden - UNILEVER****Members:**

Dr Hind Assaf Vandecasteele - L'ORÉAL
 Dr Christophe Brault-Chevalier - LVMH
 Dr Jens Burfeindt - IKW
 Dr Rolf Fautz - KAO
 Dr Anne Granitzny - KAO
 Ms Sarah Gilpin - ESTÉE LAUDER
 Mr Taisuke Kawamoto - KAO
 Ms Lara O'Keefe - PROCTER & GAMBLE
 Ms Gerlinde Pappa - BEIERSDORF
 Dr Klaus Rettinger - IKW
 Ms Helga Rothe - HFC PRESTIGE SERVICE GERMANY GMBH
 Dr Adama Traore - JOHNSON & JOHNSON

ET NANOTECHNOLOGIES**Chair: Ms Amanda Isom - CTPA****Members:**

Mr Hiroto Akabane - KAO
 Ms Thérèse Arnaud - CHANEL
 MS Anne-Sophie Bourhis - UNILEVER
 Ms Catherine Bramaud - FEBEA
 Dr Mai Thanh Tam Bami - LVMH
 Dr Jens Burfeindt - IKW
 Dr Raniero De Stasio - ESTÉE LAUDER
 Dr Eric Dufour - L'ORÉAL
 Ms Laura Garcia Deacon - AVON
 Mr Stuart Hewlins - PROCTER & GAMBLE
 Mr Volker Holle - BEIERSDORF

Ms Lonneke Jongmans - NCV
 Mr Kensuke Kato - SHISEIDO
 Dr Joachim Kremer - HENKEL
 Mr Boris Michelin - JOHNSON & JOHNSON
 Ms Marie Moulis - LVMH
 Mr David Panyella - STANPA
 Mr Jean-Paul Raffault - PIERRE-FABRE
 Dr Sandra Rechsteiner - COLGATE-PALMOLIVE
 Ms Agnieszka Trzesicka - ESTÉE LAUDER
 Dr Maggie Tsang - COLGATE-PALMOLIVE
 Dr Ronald Van Welie - NCV
 Dr Mark Vaughan - GLAXOSMITHKLINE

ET NATURAL/ORGANIC PRODUCTS**Chair: Mr Brian Lightfoot - L'ORÉAL****Vice Chair: Mr Graham Wilson - PROCTER & GAMBLE****Members:**

Dr Eric Antignac - L'ORÉAL
 Ms Caroline Bassoni - JOHNSON & JOHNSON
 Mr Pascal Bayce - CHANEL
 Ms Marina Bishop - BOOTS
 Ms Catherine Bramaud - FEBEA
 Ms Nicole Brun - COTY
 Dr Stefano Dorato - COSMETICA ITALIA
 Ms Anne Dux - FEBEA
 Ms Laure Fogeron - L'OCCITANE
 Ms Laura Garcia Deacon - AVON
 Ms Pilar Garcia Hermosa - STANPA
 Ms Khusbu Jain - AVON
 Ms Maria Korsbaek - COLGATE-PALMOLIVE
 Dr Maria Langhals - BEIERSDORF

Ms Katherine Martin - ESTÉE LAUDER
 Dr Alexandre Panel - PIERRE FABRE
 Mr Pierre Perrier - ESSENTIAL CONSULTING
 Mr Michel Philippe - L'ORÉAL
 Ms Eimear Sills - ORIFLAME
 Ms Lise Skjoedt Soerensen - SPT
 Dr Natasha Williams O'Hanlon - ORIFLAME COSMETICS

ET ORAL CARE**Chair: Dr Jean-Paul Dechesne - COLGATE-PALMOLIVE****Members:**

Ms Ana Gaspar - COLGATE-PALMOLIVE
 Ms Julie McManus - GLAXOSMITHKLINE
 Mr Mike Picchioni - JOHNSON & JOHNSON
 Dr Sandra Rechsteiner - COLGATE-PALMOLIVE
 Dr Baerbel Schnetz - PROCTER & GAMBLE
 Dr Matthias Schweinsberg - HENKEL
 Ms Tamsin Worrad-Andrews - UNILEVER

ET PERFUMES**Chair: Ms Nicole Brun - COTY****Vice Chair: Ms Michèle Elbaz - CHANEL****Members:**

Dr Françoise Audebert – FEBEA
 Dr Jens Burfeindt - IKW
 Dr Odile de Silva - L'ORÉAL
 Dr Raniero De Stasio - ESTÉE LAUDER
 Ms Ingrid Desvignes - SHISEIDO
 Ms Yuri Endo - SHISEIDO
 Mr Tino Fonteijn - UNILEVER
 Ms Anca Gradinariu - COLGATE-PALMOLIVE
 Ms Barbara Hery - LVMH
 Dr Michael Kuhn - BEIERSDORF
 Ms Anne Laissus-Leclerc - LVMH
 Dr Jon Lalko - ESTÉE LAUDER
 Ms Barbara Leroy - JOHNSON & JOHNSON
 Dr Linda Loretz – PCPC
 Mr Jason Magby - COLGATE-PALMOLIVE
 Ms Valérie Masini - L'ORÉAL
 Dr Timothy McCarthy - JOHNSON & JOHNSON
 Dr Philippe Merkin - CHANEL
 Ms Anna Ost - L'ORÉAL
 Mr David Panyella - STANPA
 Dr Chris Powell – UNILEVER
 Ms Danièle Quiec - LVMH
 Ms Caroline Rainsford - CTPA
 Mr Harald Schlatter - PROCTER & GAMBLE
 Ms Jessica Theis - PROCTER & GAMBLE
 Mr Andrew Warren - JOHNSON & JOHNSON

ET PRODUCT PRESERVATION**Chair: Ms Pamela Bloor - UNILEVER****Members:**

Dr Anette Abschütz - PROCTER & GAMBLE
 Dr Jay Ansell - PCPC
 Ms Sonia Antowiak - POLISH UNION OF COSMETICS INDUSTRY
 Ms Janine Arnold-Rall - HENKEL
 Dr Hind Assaf Vandecasteele - L'ORÉAL
 Ms Marie-Paul Ballet - CHANEL
 Dr Roberta Bradford - UNILEVER
 Ms Catherine Bramaud - FEBEA
 Ms Nadine Bresciani - CHANEL
 Ms Tina Bytheway - UNILEVER
 Ms Yu-Ting Chen - DETIC
 Ms Blanka Chmurzynska Brown - POLISH UNION OF COSMETICS INDUSTRY
 Ms Caroline Crinière - CHANEL
 Dr Sylvie Cupferman - L'ORÉAL
 Dr Raniero De Stasio - ESTÉE LAUDER
 Dr Jean-Paul Dechesne - COLGATE-PALMOLIVE
 Dr Morgane Duchemin - L'OCCITANE
 Ms Monika Dzwonek-Strzelecka - COLGATE-PALMOLIVE
 Mr Paul Ellis - BOOTS
 Ms Justine Fargier - CHANEL
 Mr Johannes Finke - BEIERSDORF
 Dr Stefan Freese - KAO
 Dr Anne Fuchs - KAO
 Mr José Ginestar - SISLEY
 Mr Phil Gorlin - COLGATE-PALMOLIVE
 Dr Marita Grothus - IKW
 Mr Craig Harvey - COLGATE-PALMOLIVE
 Mr Araki Hiroyuki - KAO

Mr Volker Holle - BEIERSDORF
 Mr Peter Jansson - KTF
 Ms Eeva-Mari Karine - TEKNOKEMIA
 Dr Detlef Keller - HENKEL
 Dr Petra Kern - PROCTER & GAMBLE
 Dr Taryn Kirsch - PROCTER & GAMBLE
 Mr Steffen Klos - BEIERSDORF
 Dr Kristin Kosemund - COTY
 Mr Ramez Labid - JOHNSON & JOHNSON
 Ms Joyce Lam - PCPC
 Ms Charlotte Lemmonds - AMWAY
 Ms Claire Lepetit - L'OCCITANE
 Mr Antoine Lodirot - CHANEL
 Dr Linda Loretz - PCPC
 Ms Joelle Luc - PIERRE FABRE
 Mr Pedro Luque - COLGATE-PALMOLIVE
 Ms Melinda Maux - L'OCCITANE
 Ms Mary Moran - PROCTER & GAMBLE
 Ms Marie Moulis - LVMH
 Dr Pilar Orus - REVLO
 Ms Sophie Perrine - JOHNSON & JOHNSON
 Ms Caroline Rainsford - CTPA
 Dr Klaus Rettinger - IKW
 Ms Fatma Sahin - UNILEVER
 Mr Fabrice Sauvez - L'ORÉAL
 Dr Richard Savory - STIEFEL
 Mr Harald Schlatter - PROCTER & GAMBLE
 Ms Kordula Schlotmann - HENKEL
 Mr Peter-Boris Schmitt - HENKEL
 Mr Guenther Schneider - BEIERSDORF
 Mr Steve Schnittger - ESTÉE LAUDER
 Mr Senda Shouko - KAO
 Dr Rainer Simmering - HENKEL

Ms Ewa Starzyk - POLISH UNION OF COSMETICS INDUSTRY
 Mr Marek Szczesny - AVON
 Dr Thomas Teichert - BEIERSDORF
 Mr Adama Traore - JOHNSON & JOHNSON
 Mr Peter Ungeheuer - EFFCI-KOSRO
 Dr Evita Vandenbossche - UNILEVER
 Dr Armin Wadle - HENKEL
 Mr Ian Watt - DOW CHEMICAL SERVICES
 Dr Xavier Watteel - JOHNSON & JOHNSON
 Dr Jeremy Wong - ESTÉE LAUDER

ET REGULATORY ASPECTS OF SUN PRODUCTS

Chair: Dr Paul Matts - PROCTER & GAMBLE

Members :

Ms Valérie Alard - LVMH
 Ms Sandra Brown – EDGEWELLPERSONAL CARE
 Dr France Boyer - PIERRE FABRE
 Ms Marie Contier - LVMH
 Mr Joe Corey – UNILEVER
 Dr Raniero De Stasio - ESTÉE LAUDER
 Ms Laure Fogeron - L'OCCITANE
 Ms Isabel Hereza - ISDIN
 Mr Ludger Kolbe - BEIERSDORF
 Dr Amanda Long - AVON
 Ms Isabelle Martin - ESTÉE LAUDER
 Ms Laure Menanteau - FEBEA
 Dr Emma Meredith - CTPA
 Ms Virginie Nollent - JOHNSON & JOHNSON
 Dr Inge Oudenaarde - GSK CONSUMER HEALTHCARE
 Ms Valérie Perier - PIERRE FABRE
 Dr Marc Pissavini - COTY

Mr Claude Saliou - ESTÉE LAUDER
 Ms Caroline Tricaud - L'ORÉAL
 Mr Carlos Trullàs - ISDIN
 Ms Marion Van Deurzen – UNILEVER
 Mr Graham Wilson - PROCTER & GAMBLE

ET TRACES

Members:

Dr Françoise Audebert – FEBEA
 Mr Alan Ceresa - COLGATE-PALMOLIVE
 Mr Harvey Craig - COLGATE-PALMOLIVE
 Mr Guillaume Gaiani - LVMH
 Ms Laurence Garnier - L'ORÉAL
 Dr Roberto Gorni - COSMETICA ITALIA
 Ms Céline Huet - L'ORÉAL
 Ms Khusbu Jain - AVON
 Mr Kensuke Kato - SHISEIDO
 Ms Claire Lepetit - L'OCCITANE
 Mr Pedro Luque - COLGATE-PALMOLIVE
 Ms Cécile Peret - JOHNSON & JOHNSON
 Dr Klaus Rettinger - IKW
 Ms Elise Sarrazin - CHANEL
 Mr Shin Watanabe - KAO
 Dr Stefan Wierlacher - COTY
 Dr Jeremy Wong - ESTÉE LAUDER

ET TRIAGE

Members:

Mr Mario Bramante - HFC PRESTIGE SERVICE GERMANY GMBH
 Ms Virginie D'Enfert - FEBEA
 Dr Odile de Silva - L'ORÉAL
 Dr Raniero De Stasio - ESTÉE LAUDER
 Dr Jean-Paul Dechesne - COLGATE-PALMOLIVE
 Dr Stefano Dorato - COSMETICA ITALIA
 Mr Elif Kuhn - COTY
 Dr Emma Meredith - CTPA
 Ms Marianne Schwarberg - BADEN BADEN COSMETICS GROUP AG
 Ms Daniela Warning - BEIERSDORF
 Mr Simon Young - UNILEVER

