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Sustainability at Premier



Conscientious from the beginning...

Since our inception and incorporation in 1999, Premier has been committed to a holistic approach to the sourcing and creation of our products. We are proud to say that our botanicals can be traced to the tree or plant whence they came. Really, we can take you there! Now we have gone a step further, certifying those sustainable products originating from Nicaragua and Honduras with the FSC and Rainforest Alliance.

Premier has always been committed to carrying a wide range of certified organic and natural products. We hold our suppliers to the highest standards, requiring documentation and certification for our materials to ensure their quality and authenticity.

We pride ourselves on our ability to create and produce Organic and Natural Fragrances and Flavors; and, our concerned creative team is focused on formulating low VOC and regulations-compliant products. Our fragrances comply with the IFRA Code of Practice and we modify our formulas to keep compliant with the latest Amendments.

New Efforts!

To better meet our customers' demands for sustainability, we have implemented a full-fledged sustainability program at Premier.

In 2009, we created our Sustainability Task Force to expand our efforts in corporate responsibility and eco-consciousness in a forum situation where brainstorming new and better methods becomes possible. This task force is responsible for ensuring fully sustainable practices in all areas of the company. The Sustainability Task Force reports directly to the Executive Committee of Premier Specialties, Inc.

We have already begun certifying those of our products that are sustainable. In addition we are working to ensure the sustainability of suppliers' manufacturing facilities in the hopes of continuing to reduce our carbon footprint.



What Sustainability Means to Premier:

Sustainable Company

Demonstrating Corporate and Social Responsibility is a top priority

Responsibility to our Employees: by making sure that our employees are safe and healthy, working in the best possible conditions, and receiving fair wages. Also, by providing generous benefits packages, and additional incentives for healthful living.

Responsibility to the Community: by contributing to the local neighborhoods surrounding our facilities in the U.S. and internationally and maintaining the utmost respect for the local populations, their cultures, and traditions in our sourcing locations.

Responsibility to the Environment: by minimizing our carbon footprint, having a “green purchasing policy” for office materials (cleaning supplies, office supplies, etc), recycling, maintaining waste and energy reduction programs, and managing our natural raw material sourcing with care.



Sustainable Ingredients

Handling Nature's Greatest Gifts with Care

At Premier we are fortunate to know many of Mother Nature's secrets. We use gentle hands to carefully extract these ingredients from the Earth to provide sustainable natural cosmetic materials for our customers and for incorporation into our own fragrances and flavors. We harness the best that nature has to offer, never taking more than we need, and always replacing what we take.

We understand that the concept of “Sustainability” is ever changing and we are constantly monitoring these changes and adjust our definitions, methods, and certification standards accordingly.



People

Talent

Premier is a progressive company committed to superior quality products and absolute customer satisfaction. We value creativity and teamwork and foster a positive and productive workplace. We look for talented individuals to bring new ideas and fresh inspiration to our company.

Benefits

At Premier we are committed to a healthy and happy workplace. Our employees are offered competitive salaries, wages, and benefits including medical and 401K plans. We have a strict non-discrimination policy within the work place and follow an equal opportunity employment policy.

Success

Premier supports its employees' success with in-house training that leads to upward mobility within the company, as well as the opportunity for employer-paid certification fees, external conference and seminar attendance, and continuing education.



Health

Premier cares about its employees' health and well-being. We provide incentives for quitting smoking and living more healthful lives. 2010 marks the beginning of Premier's program with nutritionists and other health specialists to provide information and resources to its employees on weight loss, healthful living, and health awareness.



Training and Safety

As we are focused and committed to our employees safety and well-being we make certain that our employees are safe at work. We are certified and recognized as an active participant in the Safety Sam, Inc (DBA Safety Services Company) network of safety-minded contractors who demonstrate full commitment to OSHA compliance.

Employees in our manufacturing facilities are required to wear protective equipment such as safety shoes, goggles, shields, protective masks, and razor-proof protective gloves, all of which are provided by Premier. We ensure that our employees are properly trained and licensed to operate all instruments and machinery to prevent accidents in the workplace.



We hold monthly safety meetings and regularly confirm our employees' full understanding of safety topics. The topics and information for these meetings are provided by the Safety Services Company (<http://www.safetyservicescompany.com/>), the largest supplier of OSHA-compliant safety training products in North America. Safety training and regulations are overseen by the Executive Committee and the Company President.

Potential hazards in and around our offices and manufacturing facilities are immediately reported and handled with the utmost care and expediency. We go above and beyond to ensure all employees' health and safety in the workplace.



Reducing our carbon footprint one piece of paper at a time...

In a continuing effort to reduce our impact on the environment we constantly document water, electrical, and gas usage, and use this information to set new goals for the reduction of waste, and more efficient water and energy usage in our facilities.

Premier is dedicated to using only energy efficient light bulbs, Energy Star computers, monitors and other appliances, instruments, and machinery that is energy efficient and environmentally friendly. Our employees are educated in the importance of recycling and economical uses of water and electricity.

In our facilities we have installed motion detector lighting in rooms of infrequent use, weather guarded all doors and garages to prevent wasting energy, and installed water efficient toilets. Recycling receptacles are placed strategically around the premises.

Our in house recycling and waste reduction programs take into account every possible way to reduce overall waste, reuse everything possible (particularly in our shipping methods with the reuse of wooden pallets), and recycling. Our eventual goal is to become a paperless company.



Did You Know?

The majority of our shipping companies can be found on the EPA SmartWay Transport Partners list and received high scores for fuel efficiency and exceptional environmental performance.

Find participating freight carriers at:
<http://www.epa.gov/smartway/>

Productivity and Excellence

Premier pioneers to custom source cosmeceuticals from botanicals with a high purity, standardized levels of activity with strong scientific literature support. This scientific literature support is enhanced by selected clinical trials demonstrating their ability to achieve perceptible improvement in the health and appearance of skin and hair.

Products

We are focused on creating superior products in a cost and time efficient manner to our clients' exact specifications. Moreover, we demand excellence from our suppliers to make certain that our products are the best from their source.

Our extensive line of custom-sourced natural cosmetic raw materials and botanical extracts include products certified with Rainforest Alliance, FSC, and Fair Trade, as well as ECOCERT- and NOP-certified organic products following Control Union and Quality Assurance standards, respectively. In addition to naturals and organics, when possible we trace our products to their source to ensure their sustainability.



Photo of Cacao from Premier Honduras

Processes

Our harvesting processes are carried out with care for the preservation of local flora and fauna as well as respect for local customs and traditional harvesting techniques.

In the sourcing and harvesting of our products we are committed to ethical practices and sustainability. Our sustainability and traceability documentation includes: the exact source location information, designation of the product as wild crafted or cultivated, and assurance that it is replanted or harvested in a sustainable manner. We are committed to transparency in our cradle-to-gate process information and are willing to provide documentation for all of our sustainable products.





Featured Product: Galangal

Kaempferia galanga (Galangal) known commonly as *kencur*, *sha nai*, or “aromatic ginger” has been used for its medicinal properties and unique flavor for centuries. But do not be confused! It is one of four plants known as galangal, and is differentiated from the others by the absence of a stem and dark brown rounded rhizomes; other varieties all have stems and pale pink-brown rhizomes.

In addition to its culinary and homeopathic uses, *Kaempferia galanga* is reported to be useful as an insect repellent and has beneficial attributes for multiple cosmetic applications. Galangal has unique olfactory properties for use in perfume, and can be applied to the hair as an **anti-dandruff** wash or leave in fragrance.



Kaempferia galanga, a plant in the ginger family.

Commonly known as: kencur (Indonesia), sha jiang (Chinese medicinal), sha nai (Chinese plant name), aromatic ginger, sand ginger or resurrection lily, prohorm, waan horm (Thailand).

Found in:

southern China, Taiwan, Cambodia and India, but is also widely cultivated throughout Southeast Asia (e.g. Indonesia, Thailand, Malaysia).

Galangal is a natural source of Ethyl Methoxycinnamate widely known for its sun protecting properties. Galangal Extract has also been reported to exhibit anti-microbial activity making it potentially valuable in products for acne prone skin. Additionally, the ability of Galangal Extract to inhibit tyrosinase makes it a viable candidate for use in products designed to lighten and/or improve skin tone and clarity.

Premier Specialties, Inc. has been granted U.S. Patent No. 6,719,964 for the use of Premier Galangal Extract to prevent and treat non-UV chemically induced skin irritation as well as protection from the adverse effects of tyrosinase on skin discoloration.

Traditional culinary uses:

Kaempferia galanga has a peppery camphorous taste

- Used as an herb in Indonesia, particularly in Javanese and Balinese cuisine
- Leaves are used in the Malay rice dish, nasi ulam.
- Used in Thai and Chinese cuisines, particularly in soups and curries.

Traditional medicinal uses:

Can be bought as a dried root or in powder form at herbal medicine stalls in China and Thailand

For Treating:

- Indigestion
- Cold and Sinusitis
- Pectoral and Abdominal Pains
- Headache and Toothache
- Rheumatism.

Community

Our employees are not only dedicated to Premier's internal efforts to promote sustainability, but are enthusiastic about external contributions to the community. Premier provides paid time off to employees engaging in community service projects during working hours and our sustainability task force is committed to seeking out opportunities in the local neighborhoods surrounding our domestic and international locations. It is a way for employees to work together outside the office to make a difference within the community.

Premier Employees have participated in a number of volunteer programs such as:

- Girl Scouts of America
- Boy Scouts of America
- Soup Kitchens
- Women's Shelters
- Nursing Homes
- Domestic Violence Rescue Teams
- Volunteer Rescue Squads
- ESL Teaching and Tutoring
- Planting Trees
- Reading to the Blind
- YMCA Strong Kids Campaign
- Fundraisers and Telethons
- and many others...

2010 marks the beginning, of an outreach effort out of our headquarters in Middlesex, NJ with Middlesex High School to teach students about the fragrance industry and give them a valuable part-time job opportunity. "I have been wanting to do a program like this for years" says Roger Rich, President of Premier, expressing his delight in seeing this program become a reality through the Work Study Program at the school, allowing students who are unsure of their path after high school to explore options. Premier is proud to be a part of this endeavor and give young adults an opportunity that they may not have had otherwise. We open the door to an industry full of imagination, innovation, and inspiration. At Premier, we love what we do, and relish this opportunity to share that love with the young men and women who will shape tomorrow.



International Endeavors

As Premier expands its natural cosmetic material sourcing globally, our main priority is sustainability in terms of both eco-friendly procedure and ethical business practices in our affiliate manufacturing facilities.

At these sites we are focused on giving back to the local communities, as well as creating as low of an impact on the local environment as possible.

Community outreach and development programs focus on the preservation of local cultures, while giving back to the communities that have so graciously allowed us to utilize and unlock the secrets of their natural surroundings.

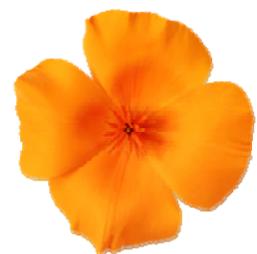
We ensure that the harvesting of these precious natural resources is done under ethical working conditions with special care put into the preservation of these resources, as well as protection of and respect for the surrounding flora and fauna.

Read more about our sustainability programs in **Honduras** and **Nicaragua** on our website:

www.premierfragrances.com



As your valued supplier, we remain committed to excellence, not only for you, our client, and ourselves, but for the future of the world and generations to come.



Glossary

(for informational purposes only)

Biodiversity: the variety of life on Earth and the natural patterns it forms.

CBD (Convention on Biological Diversity): The Convention on Biological Diversity (CBD) entered into force on 29 December 1993. It has 3 main objectives: 1) The conservation of biological diversity 2) The sustainable use of the components of biological diversity 3) The fair and equitable sharing of the benefits arising out of the utilization of genetic resources

Control Union: an international group of companies specializing in independent cargo surveying, super-intending and certification. Their international network of offices, laboratories and accredited agents enables them to offer a complete package in logistics, quality and quantity management from the country of origin to the final destination.

ECOCERT: an organic certification organization, founded in France in 1991. It is based in Europe but conducts inspections in over 80 countries, making it one of the largest organic certification organizations in the world. ECOCERT primarily certifies food and food products, but also certifies cosmetics, detergents, perfumes, and textiles. The company inspects about 70% of the organic food industry in France and about 30% worldwide.

EPA (U.S. Environmental Protection Agency): leads the nation's environmental science, research, education and assessment efforts. The mission of the Environmental Protection Agency is to protect human health and the environment.

Ethical BioTrade: is a set of business practices that follow the Ethical BioTrade Principles and Criteria that contribute to ethical sourcing of biodiversity.

FSC (Forestry Stewardship Council)

Certification: a certification system that provides internationally recognized standard-setting, trademark assurance and accreditation services to companies, organizations, and communities interested in responsible forestry.

IFRA(International Fragrance Association): the official representative body of the fragrance industry worldwide. Its main purpose is to ensure the safety of fragrance materials through a dedicated science program. This focus on fragrance safety helps both the consumer and the environment.

Natural: see following pages

NOP (National Organic Program): a USDA program that regulates the standards for any farm, wild crop harvesting, or handling operation that wants to sell an agricultural product as organically produced. It develops, implements, and administers national production, handling, and labeling standards for organic agricultural products.

OSHA (Occupational Safety and Health

Administration): the main federal agency charged with the enforcement of safety and health legislation.

Organic: see following pages

Quality Assurance International (QAI): the leading provider of organic certification services worldwide. Accredited by multiple organizations, QAI's programs verify organic integrity at each link of the supply chain. QAI remains dedicated to fostering sustainable agriculture and a healthier planet, while providing educational outreach to the organic community and consumers.

Rainforest Alliance Certification: a comprehensive process that promotes and guarantees improvements in agriculture and forestry. Our independent seal of approval ensures that goods were produced in compliance with strict guidelines protecting the environment, wildlife, workers and local communities.

SAN (Sustainable Agriculture Network): a coalition of leading conservation groups that links responsible farmers with conscientious consumers by means of the Rainforest Alliance Certified seal of approval; based on the concept of sustainability, recognizing that the well-being of societies and ecosystems is intertwined and dependent on development that is environmentally sound, socially equitable and economically viable.

UEBT (Union for Ethical BioTrade): a nonprofit association that promotes the 'Sourcing with Respect' of ingredients that come from native biodiversity. Members commit to gradually ensuring that their sourcing practices promote the conservation of biodiversity, respect traditional knowledge and assure the equitable sharing of benefits all along the supply chain.

Glossary

(for informational purposes only)

Natural:

Natural Flavors:

The FDA definition appears at 21 US Code of Federal Regulations § 101.22 (a) (3) and reads as follows:

“The term natural flavor or natural flavoring means the essential oil, oleoresin, essence or extractive, protein hydrolysate, distillate, or any product of roasting, heating or enzymolysis, which contains the flavoring constituents derived from spice, fruit or fruit juice, vegetable or vegetable juice, edible yeast, herb, bark, bud, root, leaf or similar plant material, meat, seafood, poultry, eggs, dairy products, or fermentation products thereof, whose significant function in food is flavoring rather than nutritional. Natural flavors include the natural essence of extractives obtained from plants listed in § 182.10, 182.20, 182.30, 182.40 and 182.50 and Part 184 of this chapter, and the substances listed in § 172.515 (b) and 182.60 of this chapter except where these are derived from natural sources.

WONF (With Other Natural Flavors).

If the food/beverage contains the natural flavoring from the product it simulates and other natural flavors which reinforces the characterizing flavor, the food may be labeled as With Other Natural Flavors (WONF).

Natural Identical.

These flavors are made of raw materials that are found in nature. The molecular structure of the materials used in Nature Identical is the same as Natural Flavors but they can be synthetically produced. This term is used more in Europe and the U.S. considers these flavors artificial and must be labeled as such.

Artificial Flavors.

These are compounds made up primarily of synthetic flavor materials and materials that cannot be found in Nature or Nature Identical but their use is permitted by law (GRAS).

GRAS (Generally Recognized as Safe)

Simply these are raw materials for the Flavor Industry that are Generally Recognized As Safe (GRAS) when used as flavoring substances and meet Food Chemicals Codex Standards

Natural Fragrances.

There are no international definitions for the term “natural” fragrance as applied to its use in finished products.

The ultimate responsibility for the way in which a consumer product is described or promoted lies solely with its manufacturer. In most cases Premier is requested to supply Natural Fragrances without any instructions or guidelines from the manufacturer (our customers).

"In keeping with IFRA guidance (IL 737 of December 5, 2005), Premier's natural fragrances are prepared from aromatic raw materials meeting the definitions in ISO 9235 (International Standard on Aromatic Natural Raw Materials). Only those fragrance ingredients that conform to ISO 9235 may be labeled as "natural", and nature-identical substances, chemically modified naturals, synthetically reconstituted essential oils and the like are not used in fragrance compounds we designate as natural.

The method of fabrication of certain natural extracts, and the stability of such materials, may require the use of synthetic substances (e.g. solvents). In order for the manufacturer of the consumer product, to be able to conclude whether the criteria for his finished product are still fulfilled, IFRA would like to state the following:

1. Many natural raw materials as defined in the ISO norm 9235, e.g. following requirements of the IFRA Code of Practice, must be protected by adding small quantities of antioxidants or preservatives. Their presence must be declared.
2. In cases where, due to the production process, synthetic solvents are utilized, they should be removed to the greatest possible extent per GMP requirements. Their presence must be declared.
3. IFRA considers the co-distillate of a natural extract with a synthetic solvent as a natural aromatic on a synthetic carrier. These products contain a significant quantity of solvent, the presence of which must be declared.

In conclusion essentially a Natural Fragrance is one in which all of the ingredients meet the ISO Standards for natural. This would include materials that meet the FDA definition for Natural Flavors.

Glossary

(for informational purposes)

Organic:

Organic Flavors

There are currently three categories:

100% Organic:

All ingredients must be certified 100% organic. Under this classification, there can be no non-organic ingredients in the product and all multi-ingredient ingredients must be certified at the 100% claim. All processing aids must at least be organic (95%). So, any FEMA GRAS approved ingredients must also be certified 100% organic

95% Organic:

At least 95% of the ingredients must be organic and the remaining ingredients must be on the NOP's National List, 205.605 and 205.606. Any FEMA GRAS approved ingredients must either be organically certified, listed on the National List, or be classed as a natural flavor that meets the NOPs requirements.

70% Organic:

At least 70% of the ingredients must be organic and the remaining ingredients must be on the NOPs National List, 205.605, or must be approved agricultural ingredients. Any FEMA GRAS approved ingredients must either be listed on the National List, 205.605, be classed as a natural flavor that meets the NOPs requirements, be organically certified, or be "agricultural" and produced without GMOs, irradiation or sewage sludge.

Organic Definitions

These definitions are from 9 CFR 205.2:

"Organic. A labeling term that refers to an agricultural product produced in accordance with the Act and the regulations in this part.

Organic matter. The remains, residues, or waste products of any organism.

Organic production. A production system that is managed in accordance with the Act and regulations in this part to respond to site-specific conditions by integrating cultural, biological, and mechanical practices that foster cycling of resources, promote ecological balance, and conserve biodiversity."

"The Act" in this case refers to the Organic Foods Production Act of 1990, as amended.

Organic Fragrances.

Premier will use only the definitions outlined for Organic Flavors, unless requested and specified to the contrary by a manufacturer (customer).

References

- Convention on Biological Diversity, Biodiversity <http://www.cbd.int/convention/about.shtml>
- Control Union: <http://www.controlunion.com>
- ECOCERT <http://www.ecocert.com>
- EPA (United States Environmental Protection Agency): <http://www.epa.gov/epahome/aboutepa.htm>
- Forest Stewardship Council Certification <http://www.fsc.org/about-fsc.html>
- Galangal <http://www.galanga.org/>
<http://blog.whitelotusaromatics.com/2009/08/galangal-rootkaempferia-galangaindonesia.html>
- International Fragrance Association <http://www.ifraorg.org/>
- National Organic Program <http://www.ams.usda.gov/AMSV1.0/NOP>
- Occupational Safety and Health Administration <http://www.osha.gov/about.html>
- Quality Assurance International http://www.qai-inc.com/0_0_0_0.php
- Rainforest Alliance Certification <http://www.rainforest-alliance.org/certification.cfm?id=main>
- Safety Services Company <http://www.safetyservicescompany.com/>
- Sustainable Agriculture Network <http://www.rainforest-alliance.org/agriculture.cfm?id=san>
- Union for Ethical Biotrade, Ethical Biotrade: <http://www.ethicalbiotrade.org/>

