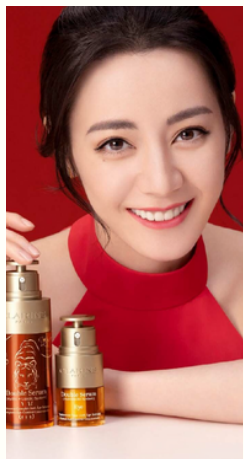


LIVING BEAUTIFULLY

A Biannual Diversity, Equity, & Inclusion (DEI) Newsletter by Clarins



WELCOME BACK!

Welcome to our second issue of Living Beautifully - a biannual newsletter by our Diversity, Equity, and Inclusion (DEI) Committee.

The purpose of this newsletter will be to provide a general overview of the quarter in relation to recognizing DEI. Our goal is to further celebrate and recognize awareness months and days, honor and celebrate our employees through events and spotlights, and showcase our commitment to DEI!

In this issue, we will reintroduce our DEI Committee, which has now grown to 10 members! We will also provide a brief recap of both of our internal and external 2022 DEI initiatives, followed by an overview

of some of the work we have done this quarter around DEI. From partnering with organizations such as The Bowery Mission and Woodspoon, to recognizing our employees and hosting events, Q1 was filled with a number of different initiatives. In our Q1 DEI Overview, you will find a recap of the work we did around DEI in January, February, and March, in addition to a recap of our work with career fairs.

Excited to hear about what's next? Read some sneak peeks on what's in store in our "Stay Tuned" section. Lastly, read about recent DEI news in our "Current Events" section.

We hope you enjoy reading our newsletter! Stay tuned for our next issue launching in Q4.

RECAP: DEI Mission Statement

At Clarins, our mission is to foster a sense of inclusion and belonging for ALL, including employees and consumers regardless of race, ethnicity, gender, orientation, or ability. By cultivating a safe environment, we stay true to our purpose of not only representing the diverse faces of beauty and embracing uniqueness, but to living beautifully in all aspects of life and, "Making Life More Beautiful, passing on a more beautiful planet".



IN THIS ISSUE

WELCOME BACK!

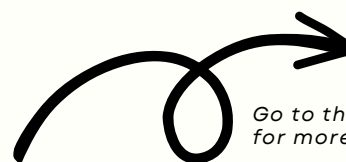
YOUR DEI COMMITTEE - "INCLUDING YOU!"

2022 HIGHLIGHTS

Q1 OVERVIEW

STAY TUNED

CURRENT EVENTS



Go to the next page
for more!



***Note:** Click on the red links throughout the newsletter to be directed to the relevant sites and resources.

YOUR DEI COMMITTEE "Including YOU!"

We are excited to announce our official DEI Committee Name - "Including YOU!"



Daniella Henry
Leader
Sr. Director - Talent Acquisition,
Diversity, Equity, & Inclusion



Amanda Brinkerhoff
Sr. Director, Human Resources
and CSR



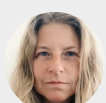
Anne Bracey
Executive Director, Creative
& Brand Experience



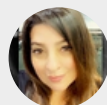
Ariel Abramov
***New Member**
Coordinator, Talent Acquisition
& HR Communication



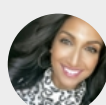
Ken Keegan
Sr. Director, Security
& Environmental Safety



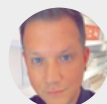
Kristine Adzema
Manager, Digital Transformation
& Business Intelligence



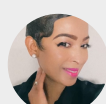
Juana Leyte
***New Member**
Sales & Training Executive -
Miami



Marla Henry
***New Member**
Sr. Manager, Digital Learning



Matthew Hite
***New Member**
Director, Retail Stores, LBC

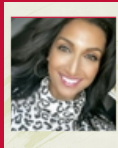


Sherree Wilson
Sales & Training Executive -
NC, SC, VA, TN

WHY DID YOU JOIN THE DEI COMMITTEE?

Meet

Marla Henry - Sr. Manager, Digital Learning



"As a daughter of Egyptian parents and a first-generation American, I have experienced discrimination related to my identity, just like so many others have. I joined the DEI Committee because I wanted to connect with colleagues who are passionate about creating a more inclusive work environment. By joining the DEI Committee, I hope to help employees gain a better understanding of different cultures, raise awareness of the issues faced by minority groups, like me, and work towards finding solutions."

Meet

Matthew Hite - Director, Retail Stores, LBC



"I joined the DEI Committee because I wanted to expose myself to a broader range of opinions, skills, ideas, and lifestyles. I wanted to be part of a group where other opinions are encouraged, and a more diverse and equal workplace is built where everyone can feel comfortable and safe."

Meet

Juana Leyte - Sales & Training Executive, Miami



"During our last National Sales Meeting, I was so touched by the importance of this committee. I felt that if I could contribute in any way, it would be both my duty and honor. I especially love working with children because they see things in a way that we as adults may have forgotten. That's where it all begins... The knowledge that we are all the same even if we are different. Most recently, I was at my daughter's Pre-K class. It was International Culture Week...Thirteen 2 1/2-year-olds were eager to learn about their "Differences." But, guess what, to them music is just music, people are just people and places are just places. They love and accept it all!"



2022 DEI HIGHLIGHTS

INTERNAL INITIATIVES

- Circulated our DEI Mission Statement and objectives as well as our 2022 DEI Calendar.
- Focused on employee engagement by sharing employee spotlights and videos for Women's History Month, AAPI Month, and Pride Month!
- Hosted events and activities such as Women's History Month BINGO, Find the Flag at the NYO in honor of Hispanic Heritage Month, a raffle for Juneteenth, and more!
- Shared monthly email communications with resources and assets.

EXTERNAL PARTNERSHIPS & INITIATIVES

- In honor of Black History Month and Women's History Month, our Wrentham Village Premium Outlet Team partnered with local artist Gem Barros.
- In honor of Hispanic Heritage Month, we partnered with Spanish freelance illustrator Patricia Bolaños and displayed her artwork in our New York Office (NYO).

- To support Women's Equality Day on August 26, 2022, and in light of the overturning of Roe v. Wade in June 2022 by the US Supreme Court, we donated \$1,000 to The Center For Reproductive Rights and matched all employee donations.
- In 2022, we supported the Best Buddies Party for a Purpose Cocktail Reception by donating \$1,000. We also partnered with Best Buddies California for our Replant Love initiative at Paramount Ranch, where we had a number of Best Buddies participants join us in planting trees!
- In October 2022, we partnered with FIT-ABLE, which ensures equal access for students with disabilities at The Fashion Institute of Technology, by hosting an on-site visit where we discussed life at Clarins!



Q1 DEI OVERVIEW

JANUARY

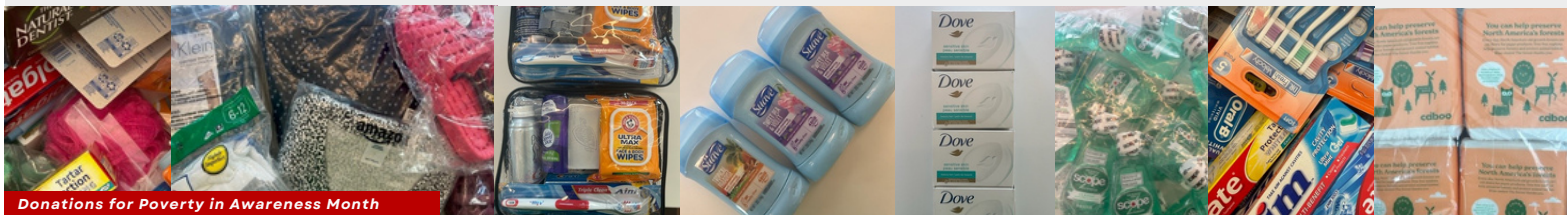
During the month of January, we observed **Poverty in America Awareness Month** and recognized **Martin Luther King Jr. Day** and **International Holocaust Remembrance Day**.

Poverty in America Awareness Month

Poverty in America Awareness Month is an annual observance that recognizes and raises attention to the severe growth of poverty in the United States.

In honor of Poverty in America Awareness Month this January, we partnered with the **Bowery Mission**, which promotes the flourishing of New Yorkers overcoming homelessness and marginalization. We collected donation items for the homeless population in NYC, including sleepwear, toiletry items, kitchen utensils, and more!

Thanks to your help, we received over 50 donations from the NYO and DFC in addition to nearly \$300 in monetary donations which were used to purchase items including compostable plates, recycling bags, and more!

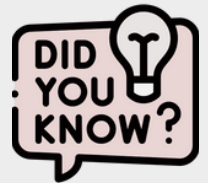


RECAP: JANUARY BLUE OCEAN BRAIN (BOB) TRAININGS

Blue Ocean Brain (BOB) Training - [The Positive Impacts of Understanding Cultures](#)

BOB Training - [The Year of the Rabbit: Celebrating Lunar New Year](#)

We have officially launched our [DEI Committee Community](#) on **Clarins INSIDE**! Give us a follow and stay tuned for some content.



FEBRUARY

During the month of February, we observed **Black History Month** and recognized **National Freedom Day** and **World Day of Social Justice**.

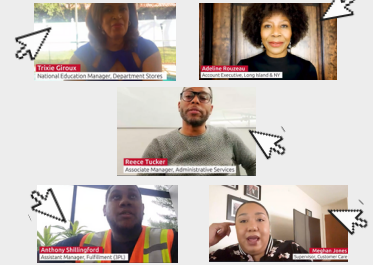
Black History Month

Black History Month is an annual observance both honoring the struggles faced by Black Americans and celebrating the many contributions they've made to the United States.

BOB Training - [Appreciating Diversity - Celebrating Black History Month](#)

BOB Training - [The Impact of Imagination: A Spotlight on Shonda Rhimes](#)

View our
Clarins INSIDE
Post [here!](#)



Black History Month Luncheon



We closed off Black History Month by hosting a Luncheon at the NYO & DFC! For our Luncheon, we collaborated with Woodspoon, a delivery-service organization that brings carefully crafted meals to people across New York City.

In honor of Black History Month, we partnered with Chef Natacha Gomez, a Haitian Chef from New York City.

A big congratulations to our trivia winners **Edouard Madec**, Director, Ecommerce & Digital Merchandising, and **Louis Scott**, Senior PC Technician, who both won copies of Chef Marcus Samuelsson's Cookbook - *Marcus Off Duty: The Recipes I Cook at Home*

Employee Spotlight



In honor of Black History Month, we shared an **Employee Spotlight** honoring some of our employees at Clarins USA! Thank you to the employees below for participating in our Employee Spotlight.

- Trixie Giroux - National Education Manager, Department Stores
- Reece Tucker - Associate Manager, Administrative Services
- Adeline Rouzeau - Account Executive, Long Island & NY
- Anthony Shillingford - Assistant Manager, Fulfillment (3PL)
- Meghan Jones - Supervisor, Customer Care

You can watch our Employee Spotlight [here!](#)

MARCH

During the month of March, we observed **Women's History Month & International Women's Day**, and recognized **International Day for the Elimination of Racial Discrimination**.

View our
Clarins INSIDE
Post [here!](#)

Women's History Month is an annual observance that celebrates the many important contributions made by women to the history and culture of the United States.

BOB Training - [Stories & Work: Women Breaking Barriers](#)

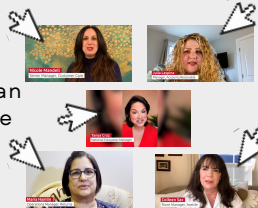
BOB Training - [Stories & Work: Strong Women](#)

Women's History Month Jeopardy

On Wednesday, March 29th, we hosted a virtual game of Women's History Month Jeopardy! Congratulations to our winner **Rachel Rosenstock**, Associate Manager, Ecommerce Merchandising, who won a copy of *I Am Malala* by Malala Yousafzai!

Employee Spotlight

This Women's History Month, we shared an **Employee Spotlight** honoring some of the women here at Clarins USA! A big thank you to the employees below for participating:



- Nicole Mandell - Sr. Manager, Customer Care
- Julia LaSpina - Manager, Accounts Receivable
- Tanya Cruz - National Education Manager
- Maria Hamlin - Operations Manager, Returns
- Colleen Sax - Store Manager, Seattle

You can watch our Employee Spotlight [here!](#)

Honoring the Arts

In honor of Women's History Month, the Wrentham Village Premium Outlets store partnered with **Natasha Vaux**, an artist and teacher from France. In her piece, Natasha retouched an original painting through a combination of our red lipsticks, including her favorite color, Jolie Rouge 742. Thank you to **Matthew Hite**, Director of Stores, LBC, **Ana Rodriguez**, Store Manager at the Wrentham Village Premium Outlets Store, and the rest of the team for coordinating!

"...the reason for me choosing Natasha is that she is French. She grew up in Belgium and her mother loves Clarins. Natasha also does Art Therapy for children and one thing she does in her sessions is connect items the children/adults love with her therapy...Natasha and I found out we love the same lipstick color, so she retouched the painting with Jolie Rouge 742." - **Ana Rodriguez**, Store Manager, Wrentham Village Premium Outlets

Congrats!

Congrats to
Cheryl Sciscione,
Manager, Payroll,
for winning our
Women's
History Month
Pictionary raffle!



International Women's Day (IWD)

March 8, 2023

IWD is celebrated annually on March 8th to honor the achievements of women across the world as well as to bring attention to ongoing issues around gender equality, reproductive rights, and violence and abuse against women.

In recognition of IWD this March, we gave out roses at the NYO & DFC to the amazing women at Clarins!



Q1 CAREER FAIRS

CLARINS X GEN Z

Connecting with Gen Z and sharing the story of Clarins!

- 2/14:** Virtual **Alabama A&M University** Job & Internship Fair (HBCU - Historically Black College & University)
- 2/24:** Virtual **Rutgers University** Jobs Showcase: Diversity & Inclusion
- 3/7:** Virtual **LIM College** Spring 2023 Job & Internship Fair
- 3/16:** In-Person **Fashion Institute of Technology** Spring 2023 Job & Internship Fair



STAY TUNED

Stay tuned for more exciting initiatives coming up during Q2 in honor of Asian American Pacific Islander Heritage Month, International Day Against Homophobia, Transphobia, and Biphobia, LGBTQ+ Pride Month, and more.



BEST BUDDIES WALK

Join us on May 6th for the annual Best Buddies Friendship Walk with Best Buddies International! The Best Buddies Friendship Walk is the leading walk in the country supporting inclusion for people with intellectual or developmental disabilities. Please email ariel.abramov@clarins.com if you are interested in joining Clarins USA in the Best Buddies Walk in NYC!

DEI MOVIE CLUB

We are excited to announce the launch of our DEI Movie Club! With the goal of prompting important conversations around diversity and the world around us, the DEI Movie Club will serve as a committed space where members can learn about new topics and discuss ideas. Together as a group, we will select a new movie to watch on a bi-monthly basis on our own time and meet to discuss the movie. Please email ariel.abramov@clarins.com if you are interested in joining.



CURRENT EVENTS

WOMEN'S RIGHTS

- [Women in Turkey Brave Ban on Istanbul March, Get Tear-Gassed](#) - March 08, 2023
- [5 Iranian Girls Arrested for dancing to Rema's song](#) - March 17, 2023
- [Unprecedented Texas abortion pill ruling sparks debate about 'judge shopping'](#) - April 13, 2023

LGBTQ+ RIGHTS

- [Tennessee governor will sign bills restricting drag, transgender youth treatment](#) - February 28, 2023
- [Kansas Nears Ban on Transgender Athletes in Women's Sports](#) - March 09, 2023
- [Uganda's LGBTQ+ community is 'in shock' over new law, activist says](#) - March 23, 2023

RACE & ETHNICITY

- [Biden to nominate Julie Su as next US labor secretary](#) - February 28, 2023
- [Montana senator wants to block mandatory diversity training](#) - March 20, 2023
- [Black teen shot after trying to pick up brothers at wrong house; racial aspect under investigation](#) - April 17, 2023

**BREAKING
NEWS**

THANK YOU!