PACKAGING AND WASTE REDUCTION POLICY

JANUARY 2026

POLICY NUMBER: TMG-SEC-008
APPROVAL AUTHORITY: BOARD OF DIRECTORS

THE MAZI GROUP

1. PURPOSE

This Packaging and Waste Reduction Policy establishes The Mazi Group's commitment to minimizing packaging waste, promoting circular economy principles, and reducing our environmental impact through sustainable packaging design and waste management practices. This policy applies to all product packaging across our brands: Mazi Beauty, Glam Switch, On The Go Mists, and Upvendo.

2. SCOPE

This policy applies to:

- All primary packaging (in direct contact with products)
- All secondary packaging (outer boxes, cartons)
- All tertiary packaging (shipping and transport packaging)
- Point-of-sale displays and promotional materials
- E-commerce packaging
- Office and operational waste
- All brands and business units
- All geographic markets

3. PACKAGING TARGETS

3.1 2027 Targets

- 100% of packaging recyclable, reusable, or compostable
- 50% post-consumer recycled (PCR) content in plastic packaging
- 20% reduction in overall packaging weight (baseline: 2024)
- Eliminate problematic and unnecessary plastic packaging
- 100% FSC-certified paper and cardboard

3.2 2030 Targets

- 70% PCR content in plastic packaging
- 30% reduction in virgin plastic use
- Carbon-neutral packaging
- Refill or reuse options for 25% of applicable products

4. SUSTAINABLE PACKAGING DESIGN PRINCIPLES

4.1 Design Hierarchy

1. **Eliminate:** Remove unnecessary packaging components
2. **Reduce:** Minimize material use while maintaining functionality
3. **Reuse:** Design for multiple uses or refill systems
4. **Recycle:** Use recyclable materials and design for recyclability
5. **Recover:** Enable composting or energy recovery as last resort

4.2 Design Requirements

- Design for recyclability from the start
- Avoid mixed materials that cannot be separated
- Use mono-materials where possible
- Minimize use of adhesives, inks, and coatings that impede recycling
- Right-size packaging to product
- Consider end-of-life in all design decisions

4.3 Material Selection Guidelines

Material	Preference	Requirements
Paper/Cardboard	Preferred	FSC-certified, high recycled content
Glass	Preferred	Recyclable, consider weight
Aluminum	Preferred	High recycled content, infinitely recyclable
PET Plastic	Acceptable	Clear, high PCR content, widely recyclable
HDPE Plastic	Acceptable	High PCR content, widely recyclable
PP Plastic	Limited	Only where necessary, improving recyclability
PVC	Prohibited	Phase out by 2026
Polystyrene	Prohibited	Phase out by 2026

5. BRAND-SPECIFIC REQUIREMENTS

5.1 Mazi Beauty

- Prioritize glass and aluminum for primary packaging
- Develop refillable options for core products
- Use PCR plastic where plastic is necessary
- Eliminate single-use plastic samples
- FSC-certified secondary packaging
- Minimize or eliminate plastic film wrapping

5.2 Glam Switch

- Design device packaging for reuse or recycling
- Eliminate plastic foam inserts (use molded fiber)
- Minimize packaging size and weight
- Include recycling instructions for device end-of-life
- Use recycled materials for accessories packaging

5.3 On The Go Mists

- Maximize PCR content in spray bottles
- Develop concentrated refill options
- Ensure aerosol components are recyclable
- Minimize secondary packaging
- Clear recycling labeling

5.4 Upvendo

- Reusable shipping containers for kiosk delivery
- Eliminate single-use packaging where possible
- Recyclable protective packaging
- Take-back programs for equipment packaging

6. REGULATORY COMPLIANCE

6.1 Extended Producer Responsibility (EPR)

- Comply with EPR schemes in all applicable jurisdictions
- Register with packaging compliance organizations
- Report packaging data as required
- Pay applicable fees and contributions

6.2 Regional Requirements

European Union

- EU Packaging and Packaging Waste Directive
- Single-Use Plastics Directive
- Country-specific EPR schemes
- Packaging essential requirements

United States

- State EPR laws (California, Maine, Oregon, etc.)
- FTC Green Guides for environmental claims
- State plastic bag and foam bans

Canada

- Provincial EPR programs
- Canada-wide Action Plan on Zero Plastic Waste

6.3 Labeling Requirements

- Include accurate recycling symbols and instructions
- Comply with How2Recycle or equivalent labeling
- Avoid misleading environmental claims
- Include material identification codes

7. WASTE REDUCTION IN OPERATIONS

7.1 Office Waste

- Implement comprehensive recycling programs
- Eliminate single-use plastics in offices
- Reduce paper use through digitization
- Compost organic waste where facilities allow
- Track and report waste metrics

7.2 Manufacturing and Distribution

- Minimize production waste and scrap
- Recycle manufacturing waste streams
- Optimize shipping to reduce packaging needs
- Use returnable shipping containers where feasible
- Partner with waste management vendors for proper disposal

7.3 E-commerce Packaging

- Right-size boxes to minimize void fill
- Use paper-based void fill instead of plastic
- Eliminate unnecessary inserts and promotional materials
- Offer packaging-free delivery options where possible
- Use recycled and recyclable mailers

8. CIRCULAR ECONOMY INITIATIVES

8.1 Refill Programs

- Develop refillable packaging for applicable products
- Partner with refill stations and retailers
- Design attractive, durable refillable containers
- Price refills to incentivize participation

8.2 Take-Back Programs

- Implement packaging take-back where feasible
- Partner with recycling organizations
- Explore partnerships with TerraCycle or similar
- Communicate take-back options to customers

8.3 Upcycling and Reuse

- Design packaging with secondary uses in mind
- Explore upcycling partnerships
- Communicate reuse ideas to customers

9. SUPPLIER REQUIREMENTS

- Communicate packaging sustainability requirements to suppliers
- Include sustainability criteria in packaging supplier selection
- Require suppliers to provide material certifications
- Collaborate with suppliers on sustainable innovations
- Audit supplier compliance with packaging requirements

10. MEASUREMENT AND REPORTING

10.1 Key Metrics

- Total packaging weight by material type
- Percentage recyclable, reusable, or compostable
- Post-consumer recycled content percentage
- Packaging weight per unit sold
- Waste diversion rate
- EPR compliance status

10.2 Reporting

- Track packaging metrics quarterly
- Report progress in annual sustainability report

- Disclose packaging data to stakeholders
- Participate in industry benchmarking

11. INNOVATION AND CONTINUOUS IMPROVEMENT

- Monitor emerging sustainable packaging technologies
- Pilot innovative packaging solutions
- Collaborate with industry initiatives
- Invest in packaging R&D
- Share learnings across brands

12. ROLES AND RESPONSIBILITIES

12.1 Product Development

- Integrate sustainable packaging requirements into design process
- Evaluate packaging options against sustainability criteria
- Document packaging decisions and rationale

12.2 Procurement

- Source sustainable packaging materials
- Evaluate suppliers on sustainability performance
- Negotiate for sustainable options

12.3 Sustainability Team

- Set packaging targets and strategy
- Monitor progress and report results
- Provide guidance on sustainable packaging
- Manage EPR compliance

12.4 Marketing

- Communicate packaging sustainability to customers
- Ensure environmental claims are accurate
- Promote refill and take-back programs

13. RELATED POLICIES

This policy should be read in conjunction with:

- TMG-SEC-006: Sustainability and Environmental Policy
- TMG-SEC-007: Ethical Sourcing and Supplier Code of Conduct
- TMG-SEC-009: Carbon Footprint Reduction Strategy
- TMG-SEC-014: Vendor and Supplier Management Policy
- TMG-SEC-032: Transparent Product Labeling and Claims Substantiation

14. POLICY REVIEW

This policy shall be:

- Reviewed annually by Sustainability and Product Development
- Updated to reflect regulatory changes and industry developments
- Approved by executive leadership after material changes
- Communicated to all relevant teams and suppliers

15. DEFINITIONS

- **Primary Packaging:** Packaging in direct contact with the product.
- **Secondary Packaging:** Outer packaging containing primary packages.
- **Tertiary Packaging:** Shipping and transport packaging.
- **PCR:** Post-Consumer Recycled content.
- **EPR:** Extended Producer Responsibility.
- **Circular Economy:** Economic system aimed at eliminating waste through reuse and recycling.

For questions about this policy, contact:
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