



ROSELLA MALANCHIN

CEO



ROSELLA, CAN YOU TELL US ABOUT ROELMI HPC?

ROELMI HPC is the partner company to drive innovation in the Health & Personal Care markets.

ROELMI HPC is research, planning, development and production of functional, active and performance ingredients.

Those through cutting-edge technologies driven by innovation in the green chemistry and by the will of building perfect models of circular economy.

Thanks to its long experience, ROELMI HPC deals with the market by a scientific method based on recognized quality, passion, targeted research and tested solutions. The main objective for ROELMI HPC is to create innovation following philosophies of respect for the environment, bio-diversity preservation and use of sustainable sources (NIP® PROGRAM "No Impact in Progress").

Our panel of experts is representative of the major international trends and legislations focusing on B2B needs by having a B2C approach and vision. The Italian headquarter is dedicated to R&D and production, supported by international branches in France, Switzerland, United States and China. Latest opening is represented by our US office in 2017, so to support customers with a local presence.

WHO IS YOUR TARGET AUDIENCE?

ROELMI HPC simplifies the formulator's work with an industrial offer characterized by high performance, both for tailor made and on specific requests. Each product has a complete dossier including safety, efficacy and regulations information. Thanks to the team of collaborators with different and complementary skills, ROELMI HPC is able to answer the questions of personalization of ingredients studied on different application models. The composition and shape of tailor made products are designed and manufactured following specific phases such as R&D laboratory tests, pilot tests and production.

WOULD YOU QUALIFY ROELMI HPC AS AN INNOVATIVE COMPANY? WHY?

We believe that only the daily action with respect for the Environment could lead to a durable result. Following this leitmotiv, represented by a drop in our corporate logo, we perform sustainable innovation: a real step forward on the sustainability road. Our program NO IMPACT IN PROGRESS® (NIP) applies to all products and technologies, and it stands as a mission for every process focusing on Quality, People safety and Environment preservation. In fact, we are approaching the future through innovation and evolution. We aim at protecting the value of Nature and People in product manufacturing. We care about the environmental impact of our productions by adopting eco-sustainable processes and renewable raw materials. We aim at keeping high quality standards as well as high efficacy.

WHAT IS A HIGH-QUALITY INGREDIENT FOR YOU?

Many known raw materials validated for their safety have to deliver their full potential yet. The use of a new technological approach made by ROELMI HPC allows it to be released. Our network of expertise, that permits us to bring specific solutions to targeted situations, confirms our innovative vision. Our standard and customized offers give the possibility to customers to express all particular activities or needed target. On selected product lines, we applied our SAF-e-CACY® concept of excellence. Aimed at reaching maximal efficacy maintaining highest safety results, the concept includes a repetitive efficacy control on every production batch.

WHICH SPECIAL INGREDIENTS ARE OFFERED BY RELMI.HPC?

The portfolio is developed through two main technologies: Biotech & Nature. The first one, Biotech, has been created by fine-tuning the standard fermentation process. In fact, the know-how about bacteria and the common steps of the technologies, brought to cutting-edge ingredients and multiple applications. The safety aspects of fermentation and the standardization of ingredients purity continue being of high quality, assuring innovative performances and bringing the maximum of life creation into cosmetics. Probiotics and 2.0 Hyaluronans represent here the inner innovation for years. A wide selection of proprietary probiotics strains belonging to Lactobacilli, Bifidobacteria and other species are manufactured to reach the highest potency for a various number of applications. Innovation in Hyaluronans means the invention of Full-spectrum Hyaluronans (HATech 2.0®) where the focus is not on a specific molecular weight, but rather on the efficacy of a range of fractions working in synergy, just as naturally happens in our body. An osmolyte able to rebalance the skin microbiota, completes the biotech portfolio.

The second one, the Natural technology, includes soft methodologies whose first aim is nature's respect, followed by the recreation of nature within active and functional ingredients. The integrity of the plant comes first, followed by the integrality of plant compound inside ROELMI HPC ingredients. The real innovation of the products lies in the plant hidden inside them. The use of soft technologies like solvent-free techniques, physical steps (pressure, temperature, or mechanic action) do not alter natural molecules. We focus on biological efficacy, going beyond chemical composition. Circular economy models are adopted to create cosmetic values from non-edible fractions. Biology completes chemistry: Nature's active systems are based on synergic ranges of compounds, rather than the purity of a single active element.

WHAT DIFFERENTIATES YOUR INGREDIENTS FROM THE COMPETITION?

Guaranteed efficacy at every batch and full proven SustainAbility. These are the two outputs of the innovative technologies and results of a tough job of R&D about our ingredients. ROELMI HPC is working in partnership with a panel of experts in the fields of the green chemistry, circular economy, dermatologists, professors and consultants that help us to find the cutting-edge proposal for the cosmetic markets. Our efforts are done in the direction to minimize the impact of our production processes towards the environment protection and be always able if and when it is possible to choose the best alternative that is sustainable under the ethical, social, economic and environmental point of view. As an example, we can mention the full reconversion of petrochemical plant into a green chemistry one for the production of renewable sourced biodegradable substitutes to micro-plastics. Talking about our active ingredients, we are proud to be the inventor of "SAF-e-CACY®": we can guarantee the efficacy per every batch, including this parameter into the CoA, and we are among very few cases worldwide confirming such a serious parameter.

WHAT IS THE MOST COMMON TYPE OF FEEDBACK THAT YOU RECEIVE ABOUT YOUR INGREDIENTS?

Worldwide customers appreciate the ROELMI HPC philosophy and approach to the innovation, mainly because it is inspired to the respect of the planet and all their inhabitants both from animal and vegetable kingdoms. They are fascinated to start a journey with us into new technologies, new products and to discover the quality of ingredients that were known only for their INCI names, but not for their activity into the skin.

Just an example above all, Hyaluronic acid (HA), everybody knows it just as a moisturizer and immediately thinks about its molecular weight. Well, this is just a small portion of the immense universe of possibilities that it is able to reach HA. That is the reason why when we present them out Hyaluronans 2.0 Technology of the Spectrum of efficacy, they are astonished. Thanks to ROELMI HPC, customers discover that it is possible to fine tune and target the skin benefits that you want, going beyond the classic moisturization benefit.

HAS ROELMI HPC RECEIVED ANY AWARDS?

- Company that has developed good Social Responsibility Practices in the areas of: environmental sustainability projects, quality of work and relationships with workforce, quality of relations with suppliers, customers and consumers, initiatives towards Civil Society and the local community and, government and responsible management of the company (Good Practices from Lombardy 2019).
- Company listed among the 10 best in the sector for effectiveness of environmental results, innovative content, economic results and possibility of dissemination (2017 Sustainable Development Award-Circular Economy Sector).
- Winner of the "sustainability Award" in the context of the Cosmatorium 2017 fair.
- Ecovadis Gold Rating 2019

HOW ARE YOU HANDLING THE SITUATION WITH COVID-19?

We are facing with an arduous and particularly demanding challenge that will require us to carry out important efforts and sacrifices and, I fear, prolonged over time. We immediately reacted with an important organizational effort, aimed primarily at safeguarding everyone's health and safety and, in the second instance, guaranteeing the continuation of the activity. Currently, we are fully operational, with offices operating and production lines still 100% active.

Obviously, we have adopted many precautionary measures always in line with the indications of our government, but often also more restrictive. In compliance with the provisions issued by the Authorities, we have:

- Promptly set up a crisis committee that meets daily to assess the situation, provide updates to all employees and, if necessary, reinforce or modify the countermeasures adopted.
- Informed all staff on the current situation and on the behavior to be followed.
- Installed automatic sanitizing dispensers at the entrances of the company offices.
- Distributed to all employees plus sanitizer pack for personal and family use.
- Distributed FFP3 masks to operators who come into contact with outsiders with the disposition to wear them and made the same FFP3 masks available to all employees.
- Canceled all meetings/trainings/events/audits both at our offices and outside (visits to customers, suppliers, etc.) by favoring e-meetings.
- Favored home working mode whenever possible as ROELMI HPC has remote working capabilities for employees in all its branches.
- Employee shifting is planned in all our departments (Offices, Production and Logistics).
- Updated the layout of the offices. To date, all white-collar workers who cannot operate in the home working regime have a single office station.
- Revisited production programs: the large spaces we have available allow us to make operators work at a considerable distance from each other (more than 10 meters average), reducing the risk of contagion.
- Limited access to break rooms to one person at a time.
- Updated the biohazard DVR to include the cases in question.

We are following the World Health Organization (WHO), and the advice of local authorities globally and in the cities and regions concerned. Our priority remains the safety of our colleagues, customers and partners. We are working to not lose the occasion to reach our partners and customers worldwide to inform them about the news about ROELMI HPC. Our departments (R&D, Marketing) are working hard to maintain the calendar of activities ready for next events.

We must protect the others, protecting ourselves but at the same time, we must protect our future, because the future is already here. We can slow down, working with a thousand attentions but we cannot stop our activities, as they are fundamental for all of us. We are here to ensure continuity but at the end of our working day... we stay at home. And, I recommend you stay at home too!

At ROELMI HPC, each of us is committed to deal with this unexpected situation in a positive way.

By working at home or in the headquarters, we are trying to make our best to assure business continuity.

Please take a look about our staff speeches: [HERE](#)

TELL US ABOUT YOUR SUSTAINABLE DEVELOPMENT AND YOUR STRATEGIES?

The issue of sustainability is evolving, being strongly linked to the interdependence of global markets and to the growing awareness of final consumer. The current over-exploitation of natural resources will generate repercussions on future generations that will not be able to take advantage of our wealth, thus, it essential to rethink more sustainable business models that preserve existing resources. ROELMI HPC enthusiastically welcomed the UN appeal included in the 2015 Agenda for Sustainable Development, choosing to pursue Sustainable Development Goals (SDGs), for the sustainable development of the planet, within its own business approach.

GOAL 3- to ensure health and well-being for all and for all ages: safe and performing ingredients for health and beauty of the user.

GOAL 5- to achieve gender equality and empower all women and girls: team work where women represent more than 50% of the employees with managerial positions.

GOAL 8- to stimulate economic growth, lasting, inclusive and sustainable, full and productive employment and dignified work for all: comfortable and safe work environments, salaries in line with market and compliance with rules of repayment contract.

GOAL 9- to build a resilient infrastructure and promote innovation and fair, responsible and sustainable industrialization: safe work environments and work tools that are updated in their features to improve work and productivity.

GOAL 12- to guarantee sustainable production and consumption patterns: avoid any form of waste for both materials and energy.

GOAL 13- to take urgent measures to fight against climate change and its consequences: use of hybrid cars to limit pollution, use of solar panels to produce hot water, eliminate and/or limit whenever possible the use of materials such as plastic, replacing them with biodegradable or completely recyclable materials.

GOAL 14- to preserve and sustainably use the oceans, seas and marine resources for sustainable development: a strong innovation that provides biodegradable materials for cosmetic applications

GOAL 15- to protect, restore and promote sustainable use of the terrestrial ecosystem, sustainably manage forests, combat/fight desertification, halt and reverse land degradation and stop the loss of biological diversity: limit the actions that can pollute and affect the ecosystem, use of agro-industry biomasses that would otherwise become waste in a concept of circular economy model.

GOAL 17- strengthen the means of implementation and renew the global partnership for sustainable development: partnerships with government agencies and research centers to stay up to date on issues concerning sustainability and environment.

New challenges took on for beauty and health industries, as more and more pressures are growing:

legislation, marketing or technology. Flexibility and reactivity are the primary characteristics of our staff. We are able to support with a specific care all our customer's needs in a short time, which enable us to reduce the time-to-market for a product launch.

The expertise of ingredient development is at the service of innovation customization. Our cutting-edge methods (of work allow bringing a refreshing approach on efficacy ingredients, within the framework of ever more constraining requests. Our methods of work requires the use of leader technologies (production, analysis, testing, formulation and more), as well as a precise knowledge, constantly updated in ever-changing markets.

Interview conducted by [I Feel Good event](#), Espace Champerret, Paris, 04 & 05 november 2020