

**IMPLEMENTASI PRINSIP FAIR TRADE OLEH L' OCCITANE GROUP
DALAM UPAYA PEMBERDAYAAN LINGKUNGAN DAN KOMUNITAS
BERKELANJUTAN MELALUI INDUSTRI KECANTIKAN**

*Disusun dan diajukan untuk memenuhi salah satu syarat memperoleh Gelar
Sarjana Sosial (S.Sos) Strata-I*

SKRIPSI



Disusun Oleh:

Queen Salsabila Jasmine

202010360311318

PROGRAM STUDI HUBUNGAN INTERNASIONAL

FAKULTAS ILMU SOSIAL DAN ILMU POLITIK

UNIVERSITAS MUHAMMADIYAH MALANG

2024

**IMPLEMENTASI FAIR TRADE OLEH L'OCCITANE GROUP
DALAM UPAYA PEMBERDAYAAN LINGKUNGAN DAN
KOMUNITAS BERKELANJUTAN MELALUI INDUSTRI
KECANTIKAN**

Diajukan Oleh:

QUEEN SALSABILA JASMINE
202010360311318

Telah disetujui
Pada Hari Senin, 18 Maret 2024

Pembimbing I



Devita Prinanda, M. Hub. Int.



Najihah Khairur Rijal, M. Hub. Int.

Ketua Program Studi
Hubungan Internasional



Prof. Gonda Yumitro, MA., Ph.D.

SKRIPSI

Dipersiapkan dan disusun oleh:

QUEEN SALSABILA JASMINE
202010360311318

Telah dipertahankan di depan Dewan Pengaji Skripsi
dan dinyatakan

L U L U S

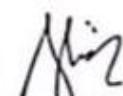
Sebagai salah satu persyaratan untuk memperoleh gelar
Sarjana (S-1) Hubungan Internasional

Pada hari Jumat, 15 Maret 2024

Di hadapan Dewan Pengaji

Dewan Pengaji:

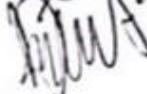
1. Shannaz Mutiara Deniar, M. A.

()

2. Havidz Ageng Prakoso, M. A.

()

3. Devita Prinanda, M. Hub. Int.

()



LEMBAR KENDALI BIMBINGAN SKRIPSI

Nama : Queen Salsabila Jasmine
NIM : 202010360311318
Judul Skripsi : Implementasi Prinsip *Fair Trade* oleh L'Occitane Group dalam Upaya Pemberdayaan untuk Pembangunan Komunitas dan Lingkungan Berkelanjutan melalui Industri Kecantikan
Pembimbing : Devita Prinanda, M. Hub. Int.

Tanggal	Hasil Bimbingan	Paraf
27 Maret 2023	ACC Judul	d
07 Juni 2023	Perbaikan pada urgensi penelitian dan kerangka konseptual	d
26 Juli 2023	ACC Bab I	d
14 November 2023	ACC Bab II	d
30 Januari 2024	Penambahan analisis Bab III dan IV	d
22 Februari 2024	Perbaikan analisis Bab III dan IV	d
26 Februari 2024	Penambahan keterangan pada diagram, tabel, dan gambar di Bab III dan IV	d
27 Februari 2024	ACC Bab III, IV, dan V	d



UNIVERSITAS MUHAMMADIYAH MALANG
FAKULTAS ILMU SOSIAL DAN ILMU POLITIK
Jurusan : Ilmu Kesejahteraan Sosial * Ilmu Pemerintahan * Ilmu Komunikasi * Sosiologi * Hubungan Internasional
Jl. Raya Tlogomas No. 246 Telp. (0341) 460948, 464318-19 Fax. (0341) 460782 Malang 65144 Pes. 132

SURAT PERNYATAAN

Yang bertandatangan di bawah ini :

Nama : Queen Salsabila Jasmine
NIM : 202010360311318
Program Studi : Hubungan Internasional
Fakultas : Ilmu Sosial dan Ilmu Politik
UNIVERSITAS MUHAMMADIYAH MALANG

Dengan ini menyatakan dengan sebenar-benarnya bahwa

1. Tugas Akhir dengan Judul :
“Implementasi Prinsip Fair Trade oleh L’Occitane Group dalam Upaya Pemberdayaan untuk Pembangunan Komunitas dan Lingkungan Berkelanjutan melalui Industri Kecantikan”
adalah hasil karya saya, dan dalam naskah tugas akhir ini tidak terdapat karya ilmiah yang pernah diajukan oleh orang lain untuk memperoleh gelar akademik di suatu Perguruan Tinggi, dan tidak terdapat karya atau pendapat yang pernah ditulis atau diterbitkan oleh orang lain, baik sebagian ataupun keseluruhan, kecuali yang secara tertulis dikutip dalam naskah ini dan disebutkan dalam sumber kutipan dan daftar pustaka
2. Apabila ternyata di dalam naskah tugas akhir ini dapat dibuktikan terdapat unsur-unsur PLAGIASI, saya bersedia TUGAS AKHIRINI DIGUGURKAN dan GELAR AKADEMIK YANG TELAH SAYA PEROLEH DIBATALKAN, serta diproses sesuai dengan ketentuan hukum yang berlaku.
3. Tugas akhir ini dapat dijadikan sumber pustaka yang merupakan HAK BEBAS ROYALTY NON EKSKLUSIF.

Demikian pernyataan ini saya buat dengan sebenar-benarnya untuk dipergunakan sebagaimana mestinya.

Malang, 28 Februari 2024
Yang Menyatakan,



QUEEN SALSABILA J.

ABSTRAK

Queen Salsabila, 2024, 202010360311318, Universitas Muhammadiyah Malang, Fakultas Ilmu Sosial dan Ilmu Politik, Program Studi Hubungan Internasional, Implementasi Prinsip *Fair Trade* oleh L'Occitane Group dalam Upaya Pemberdayaan untuk Pembangunan Komunitas dan Lingkungan Berkelanjutan melalui Industri Kecantikan, Dosen Pembimbing: Devita Prinanda, M. Hub. Int.

Adanya interseksi antara kapitalisme dan industri kecantikan melahirkan sebuah gagasan yang disebut dengan *beauty capitalism*. Terjadinya globalisasi mendorong kapitalisme pada industri kecantikan menjadi masif dan ekspansif, begitu pula dengan dampak eksploratif terhadap lingkungan dan masyarakat. Diperlukan upaya pemberdayaan yang menargetkan lingkungan beserta komunitas tertentu sebagai unit pembangunannya, sehingga kativitas bisnis mereka dapat mendukung terwujudnya keberlanjutan. Hal tersebut dapat dilakukan oleh sebuah perusahaan kecantikan dengan menerapkan praktik perdagangan adil. L'Occitane Group sebagai salah satu entitas dalam bisnis internasional di sektor industri kecantikan berupaya menerapkan prinsip-prinsip *fair trade* demi mewujudkan pemberdayaan lingkungan dan masyarakat untuk pembangunan yang berkelanjutan. Hal tersebut dilakukannya melalui serangkaian program, mulai dari rantai suplai hingga proses distribusi produk ke tangan konsumen. Penelitian ini menerapkan konsep *Fair Trade* dan Pemberdayaan untuk Pembangunan Berkelanjutan untuk menganalisis serta memberi gambaran terperinci mengenai implementasi perdagangan adil untuk pembangunan berkelanjutan oleh L'Occitane Group. Temuan dari penelitian ini mengidentifikasi bahwa L'Occitane menjalankan program-programnya untuk tujuan keberlanjutan di sektor ekologis dan sosio-ekonomi.

Kata Kunci: *Fair Trade, L'Occitane Group, Pembangunan Berkelanjutan, Pemberdayaan Komunitas, Pemberdayaan Lingkungan*

Malang, 27 Februari 2024

Menyetujui,

Pembimbing,

Devita Prinanda, M. Hub. Int.

Peneliti,

Queen Salsabila Jasmine

ABSTRACT

Queen Salsabila Jasmine, 2024, 202010360311318, University of Muhammadiyah Malang, Faculty of Social and Political Science, International Relation Study Program, The Implementation of Fair Trade by L'Occitane Group in Empowerment Efforts for Community and Environmental Development through the Beauty Industry, Supervisor: Devita Prinanda, M. Hub. Int.

The intersection of capitalism and the beauty industry has given rise to a concept known as beauty capitalism. Globalization has propelled capitalism in the beauty industry to become massive and expansive, resulting in exploitative impacts on the environment and society. Empowerment efforts targeting specific communities and environments are needed to ensure that business activities can support sustainability. This can be achieved by a beauty company through the implementation of fair trade practices. L'Occitane Group, as one entity in the international beauty industry sector, strives to implement fair trade principles to empower the environment and society for sustainable development. This is done through a series of programs, ranging from supply chains to product distribution processes to consumers. This research applies the concepts of Fair Trade and Empowerment for Sustainable Development to analyze and provide a detailed overview of L'Occitane Group's implementation of fair trade for sustainable development. Findings from this research identify that L'Occitane conducts its programs for sustainable purposes in both ecological and socio-economic sectors.

Keyword: Fair Trade, L'Occitane Group, Sustainable Development, Community Empowerment, Environmental Empowerment

Malang, 27 February 2024

Approved,

Advisor,



Devita Prinanda, M. Hub. Int.

Researcher,



Queen Salsabila Jasmine

KATA PENGANTAR

Puji syukur tak hentinya penulis haturkan kepada Allah SWT, Tuhan Yang Maha Esa, karena atas ridho, rahmat, dan karunia-Nya, penulis dapat menempuh pendidikan tinggi hingga menuntaskan tugas akhir berupa skripsi dengan judul “Implementasi Prinsip *Fair Trade* oleh *L'occitane Group* dalam Upaya Pemberdayaan Lingkungan dan Komunitas Yang Berkelanjutan melalui Industri Kecantikan”. Shalawat serta salam juga terus penulis tuturkan kepada Nabi Muhammad SAW yang senantiasa memberikan tuntunannya kepada para pengikutnya, dari kegelapan menuju jalan yang terang benderang.

Ditulisnya skripsi ini tidak lain untuk memenuhi salah satu syarat kelulusan sehingga penulis dapat meraih gelar Sarjana strata satu di Fakultas Ilmu Sosial dan Ilmu Politik, Program Studi Hubungan Internasional, Universitas Muhammadiyah Malang. Gelar tersebut merupakan simbol dari perjalanan dan perjuangan penulis menimba ilmu dalam bidang ilmu yang begitu penulis banggakan dan cintai. Skripsi ini juga menjadi salah satu manifestasi dari proses belajar penulis, selama lebih dari tiga tahun berproses menjadi insan akademik, dalam bidang studi Hubungan Internasional, yang telah membuka mata penulis terhadap lanskap dinamika global yang begitu kompleks dan penuh tantangan.

Keberhasilan penulis dalam menyusun skripsi ini tentu tidak lepas dari peran penting, bantuan, dorongan, dukungan, saran, serta do'a yang didedikasikan oleh berbagai pihak. Pihak-pihak tersebut selamanya penulis hargai dan sykuri keberadaannya. Oleh karenanya, dari relung hati terdalam, penulis hendak menyampaikan rasa syukur dan terima kasih yang teramat tulus kepada:

1. Mama yang berjuang seorang diri agar bisa memberikan yang terbaik untuk saya. Alm. Papa yang telah menjadi sosok orang tua yang selalu saya rindukan. Serta Ayah, pahlawan masa kecil saya.
2. Bapak H. Adjib Abdurrochim yang selalu menjadi safety net bagi cucu kecilnya yang tak kunjung dewasa, juga Ibu Hj. Istiqomah yang mengizinkan saya untuk merasakan kasih sayangnya. Tidak lupa Eyang Darmini dan Alm. Eyang Suyoto.
3. Om Ham dan Tante Win, juga Mama Sun dan Pakde Dwi yang menyayangi saya seperti anak sendiri.
4. Mbak Imas, Mbak Risa, Rama, dan Lendra, teman saya bertumbuh bersama. Juga Mas Reza yang datang kemudian.
5. Ibu Devita Prinanda selaku dosen pembimbing skripsi yang telah begitu telaten dan memberi banyak pembelajaran berharga selama saya kuliah hingga menyelesaikan skripsi.
6. Bapak/Ibu Dosen beserta staff Prodi HI UMM yang telah memberikan curahan ilmu kepada saya baik di kelas maupun di luar kelas.
7. Kakakku yang membantuku melalui proses teramat berat selama kuliah dan juga mengukir kenangan indah, Kak Lailiyatul Amalia dan Mbak Shannaz Mutiara Deniar.
8. Kakakku yang berproses bersama di Prodi HI, yang akan selalu kurindukan dan kusayangi, Kak Leli, Kak Kiara, Mbak Nicka, Kak Zaldi, Mas Yusril, Kak Utriya, dan Mbak Indri.

9. Teman-teman seperjuangan, Fatimah, Salsabila, Wulan, Indah, Dieska, Wira, Ati, Tika, Fara, Pasya, Arfen, dan Atyl.
10. Teman baik saya, Ayu, Eka, Ficky, Rahminda, Rifna, Kanza, Puti, Rafi, Zayyan, Alfi, Reza, Baghiz, Nidya, dan Fikri.
11. Pak Adzmy dan Ibu Fitri, serta seluruh rekan-rekan yang pernah bekerja bersama saya di media HI.
12. Ms. Erica Lim dan Ms. Cheryl Tai dari L'Occitane Malaysia yang telah membantu penulis melakukan wawancara dengan L'Occitane en Provence untuk menghimpun data.
13. Diri sendiri, Kuin yang telah bertahan dan memberikan daya upayanya sejauh ini dan percaya pada kemampuannya untuk memperjuangkan masa depannya, di kala susah dan senang, sehat dan sakit, selalu menjadi teman setia.
14. Pihak-pihak lain yang belum dapat penulis sebutkan satu persatu.

Sekian ucapan terima kasih serta apresiasi penulis kepada pihak-pihak yang telah penulis catatkan dalam lembar ini. Tiada yang lebih baik untuk membalas kebaikan mereka selain panjatan do'a kepada Allah SWT. Semoga apa yang mereka cita-citakan dapat terwujud.

Penulis menyadari bahwa penelitian ini masih jauh dari kata sempurna, namun besar harapan penulis agar penelitian ini dapat memberikan manfaat dan juga kemudahan bagi pihak lain. Besar juga harapan penulis terkait dengan keprihatinan penulis terhadap isu ketimpangan sosial dan ekonomi di dunia ini, untuk segera menyempit, sesuai dengan salah satu cakupan bahasan dalam penelitian ini.

Malang, 25 Februari 2023

Penulis,



Queen Salsabila Jasmine



MOTTO PENULIS

Be a lotus flower that even if it grows in the muddy water, it remains unstained by its surroundings.

International Relations is more than just a major of study, it is a tapestry to see things that don't come to the light, the light your small world couldn't reach.

International Relations is a horizon to the whole world.

"Indeed, with every hardship is ease"

(Al-Insyirah:6)



DAFTAR ISI

HALAMAN PERSETUJUAN	I
LEMBAR PENGESAHAN	II
LEMBAR KENDALI BIMBINGAN SKRIPSI	III
SURAT PERNYATAAN ORISINALITAS	IV
ABSTRAK	V
KATA PENGANTAR.....	VII
MOTTO PENULIS	XI
DAFTAR ISI.....	XII
DAFTAR GAMBAR.....	XV
DAFTAR DIAGRAM	XVII
DAFTAR TABEL	XVIII
DAFTAR PUSTAKA	XIX
SERTIFIKAT PLAGIASI.....	XXXVI
BAB I.....	1
PENDAHULUAN.....	1
1.1 Latar Belakang	1
1.2 Rumusan Masalah.....	7
1.3 Tujuan dan Manfaat Penelitian	7
1.3.1 Tujuan Penelitian	7
1.3.2 Manfaat Penelitian	8
1.4 Penelitian Terdahulu	9
1.5 Kerangka Konseptual	29
1.5.1 Fair Trade	29
1.5.2 Pemberdayaan untuk Pembangunan Berkelanjutan	34
1.6 Metode Penelitian.....	36
1.6.1 Jenis Penelitian.....	36
1.6.2 Metode Analisa Data.....	37
1.6.3 Teknik Pengumpulan Data.....	37
1.6.4 Ruang Lingkup Penelitian.....	39
1.7 Argumen Pokok.....	40
1.8 Sistematika Penulisan	43
BAB II	45
KOMITMEN FAIR TRADE L'OCCITANE GROUP	45
2.1 Profil L'Occitane Group	45
2.1.1 Sejarah L'Occitane Group	47

2.1.2 Profil Umum L'Occitane Group	49
2.1.3 Visi Misi L'Occitane Group.....	50
2.1.4 Anak Perusahaan L'Occitane Group.....	52
2.1.4.1 L'Occitane en Provence.....	52
2.1.4.2 Melvita.....	54
2.1.4.3 Erborian	55
2.1.4.4 L'Occitane au Bresil	56
2.1.4.5 Limelife by Alcone	57
2.1.4.6 Elemis	59
2.2 Komitmen L'Occitane Group	60
2.2.1 Komitmen terhadap Alam	61
2.2.2 Komitmen terhadap Masyarakat	64
BAB III.....	76
FAIR TRADE L'OCCITANE GROUP DALAM PEMBERDAYAAN LINGKUNGAN BERKELANJUTAN	76
3.1 Pelestarian dan Regenerasi Keanekaragaman Hayati	77
3.1.1 Penggunaan Bahan Baku Mentah Terbaharukan Secara Berkelanjutan	78
3.1.2 Kampanye Program Perlindungan dan Pemulihian Keanekaragaman Hayati	82
3.2 Mitigasi Krisis Iklim	85
3.2.1 Pemberlakuan Transisi Energi	86
3.3 Minimalisasi Dampak Lingkungan dari Proses Produksi dan Distribusi.....	89
3.3.2 Identifikasi Jejak dan Peta Karbon Perusahaan	90
3.3.3 Pengurangan Polusi dan Limbah.....	98
3.4 Inovasi Desain Produk Ramah Lingkungan	106
3.4.1 Pengembangan Formula Ramah Lingkungan	107
3.5 Analisis Praktik Fair Trade L'Occitane Group dalam Aspek Pemberdayaan Lingkungan yang Berkelanjutan	120

BAB IV	132
FAIR TRADE L'OCCITANE GROUP DALAM PEMBERDAYAAN	
KOMUNITAS BERKELANJUTAN.....	132
4.1 Pemberdayaan Karyawan.....	133
4.1.1 Promosi Kesejahteraan, Keragaman, dan Inklusivitas di Tempat Kerja.....	134
4.1.2 Promosi Kesetaraan Gender.....	143
4.1.3 Pengembangan Kapasitas bagi Pekerja.....	146
4.2 Pemberdayaan Komunitas Petani	153
4.2.1 Pemberdayaan Petani Lokal.....	154
4.2.2 Pemberdayaan Petani Perempuan	161
4.3 Pemberdayaan Komunitas Rural yang Rentan	166
4.3.1 Program Filantropi untuk Mencegah Kebutaan	167
4.4 Analisis Praktik Fair Trade L'Occitane Group dalam Aspek.....	175
Pemberdayaan Komunitas yang Berkelanjutan	175
BAB V.....	187
PENUTUP	187
5.1 Kesimpulan	187
5.2 Saran	189
LAMPIRAN.....	192
318_Queen Salsabila <queensj2101@gmail.com>	196
LIM Erica <Erica.LIM@occitane.com>.....	196
318_Queen Salsabila <queensj2101@gmail.com>	197
HASIL WAWANCARA TERTULIS DENGAN L'OCCITANE EN PROVENCE MALAYASIA.....	199
a. Hasil Wawancara 7 Februari 2024	199
b. Hasil Wawancara 21 Februari 2024	203

DAFTAR GAMBAR

BAB III

Gambar 3. 1 Rantai Pasokan Shea Sumber: https://group.loccitane.com/group/ .	82
Gambar 3. 2 Kebun Lavender Provence Sumber: https://group.loccitane.com/our-culture	82
Gambar 3. 3: Pabrik Manosque Sumber: https://group.loccitane.com/our-culture	89
Gambar 3. 4 Pabrik Lagorce Sumber: https://group.loccitane.com/our-culture ...	89
Gambar 3. 5: Program Kampanye Big Little Things Malaysia Sumber: https://loccitane-malaysia-big-little-things%	106
Gambar 3. 6: Produk Minyak Argan Melvita Sumber: https:// my.melvita.com	111
Gambar 3. 7: Rose Shower Gel L'Occitane en Provence Sumber: https://id.loccitane.com/rose-shower-gel	111
Gambar 3. 8: Reformulasi Tabir Surya Limelife Sumber: https://www.limelifebyalcone.com/	112
Gambar 3. 9: Reformulasi Produk Verbena untuk Hotel Sumber: https://id.loccitane.com/hotel-amenities	112
Gambar 3. 11: Repackaging Krim Tangan L'Occitane en Provence Sumber: https://id.loccitane.com/hand-care.html	120
Gambar 3. 10: Refill Fountain L'Occitane en Provence Sumber: https://uk.loccitane.com/refill-fountain	120

BAB IV

Gambar 4. 1: Pekerja di Laboratoires M&L Sumber: https://mq.linkedin.com/company/laboratoires-m&l	134
Gambar 4. 2: Perayaan Hari Perempuan Sedunia L'Occitane Sumber: https://group.loccitane.com	146
Gambar 4. 3: Perayaan Hari Perempuan Sedunia L'Occitane Sumber: https://group.loccitane.com	146
Gambar 4. 4: Workshop Manajer Toko di Britania Raya Sumber: https://group.loccitane.com/group/news/we-value-our-people-and-are-always-looking-new-talent	147
Gambar 4. 5: Forum Manajer L'Occitane di Hongkong Sumber: https://group.loccitane.com	151
Gambar 4. 6: GROW Australia Sumber: https://careers.loccitane.com/	153
Gambar 4. 7: Produk Shea Butter Tersertifikasi Fair for Life Sumber: https://id.loccitane.com/collections/she-a-butter.html	155
Gambar 4. 8: Program Perdagangan Adil untuk Petani Shea Sumber: https://group.loccitane.com/group/news/42000-women-empowered-burkina-faso	156

Gambar 4. 9: Pemberdayaan Produsen Almond dan Immortelle di Provence	
Sumber: https://uk.loccitane.com/supporting-producers	158
Gambar 4. 10: Pemberdayaan Produsen Verbena Provence Sumber:	
https://ie.loccitane.com/verbena-producers	161
Gambar 4. 11: Pengolahan Mentega Shea Sumber:	
https://uk.loccitane.com/men/collections/sheabutter-collection	162
Gambar 4. 12: Program RESIST Sumber:	
https://uk.loccitane.com/men/collections/sheabutter-collection	164
Gambar 4. 13: Program RESIST di Burkina Faso Sumber: https://theeditors-club.com/cerita-pemberdayaan-perempuan-di-balik-loccitane-shea-butter/	165
Gambar 4. 14: Union for Vision untuk Mencegah Kebutaan pada Anak	167
Gambar 4. 15: Produk Solidaritas dengan UNICEF Sumber:	
https://www.unicefusa.org/about-unicef-usa/partnerships/companies/loccitane 168	
Gambar 4. 16: Union for Vision China Sumber:	
https://group.loccitane.com/commitments/philanthropy	169
Gambar 4. 17: Union for Vision Burkina Faso Sumber:	
https://group.loccitane.com/commitments/philanthropy	171
Gambar 4. 18: Produk Solidaritas L'Occitane en Provence	172
Gambar 4. 19: Union for Vision Afrika Sumber:	
https://group.loccitane.com/commitments/philanthropy	173
Gambar 4. 20: Race for Vision Malaysia Sumber:	
https://my.loccitane.com/pages/loccitane-happenings	174

DAFTAR DIAGRAM

BAB III

Diagram 3. 1: Breakdown Sumber Emisi L'Occitane	92
Diagram 3. 2: Penurunan intensitas karbon	94
Diagram 3. 3: Breakdown Cakupan Emisi.....	96
Diagram 3. 4: Kenaikan Penggunaan Material Daur Ulang	113
Diagram 3. 5: Biodegradeabilitas formula anak perusahaan L'Occitane 2022-2023	118

BAB IV

Diagram 4. 1: Penurunan frekuensi kecelakaan kerja Laboratoires M&L.....	136
Diagram 4. 2: Karyawan L'Occitane Australia dalam Survey GPTW Sumber: https://greatplacetowork.me/certified-organization/loccitane-2/	137
Diagram 4. 3: Prosentase Pekerja Disabilitas di Tahun 2018-2023	139
Diagram 4. 4: Breakdown Workforce Berdasarkan Gender 2017	143
Diagram 4. 5: Breakdown Workforce Berdasarkan Gender 2019	144
Diagram 4. 6: Rasio Pemegang Manajemen Puncak Antara Pria dan Wanita 2020-2023.....	145

DAFTAR TABEL

BAB IV

Tabel 4. 1: Prosentase Pekerja Laboratoires M&L yang Telah Menerima Pelatihan 2018.....	149
Tabel 4. 2: Prosentasi Pekerja Laboratoires M&L yang Telah Menerima Pelatihan 2019.....	151



DAFTAR PUSTAKA

Sumber Buku:

- ABA Group. “L’Occitane En Provence.” aba-id.com, 2019. <https://aba-id.com/brand/1>.
- Bloomberg. “L’Occitane Inc.” bloomberg.com, 2017. <https://www.bloomberg.com/profile/company/0277415D:US#xj4y7vzkg>.
- Causeartist. “7 Best Ethical and Organic Shea Butter Brands.” *Causeartist.Com*, 2019. <https://causeartist.com/organic-shea-butter/>.
- COMPAGNIE DES AMANDES. “CRÉATION DE FRANCE AMANDE,” 2019. <https://compagniedesamandes.com/creation-de-france-amande/>.
- Cosmeticobs. “Palm Oil: An Answer from L’Occitane En Provence.” *COSMETIC OBS*, November 23, 2019. <https://cosmeticobs.com/en/articles/news-59/palm-oil-an-answer-from-loccitane-en-provence-928>.
- CRÉDIT AGRICOLE CIB. “L’OCCITANE GROUP SIGNS ITS FIRST SUSTAINABILITY-LINKED LOAN WITH THE SUPPORT OF CRÉDIT AGRICOLE CIB,” 2021. <https://pressroom.credit-agricole.com/news/loccitane-group-signs-its-first-sustainability-linked-loan-with-the-support-of-credit-agricole-cib-5802-94727.html>.
- Elemis London. “About Us.” Elemis, 2020. <https://id.elemis.com/about-us-mz>.
- . “Our Story.” Elemis, 2020. <https://id.elemis.com/our-story-mz>.
- Ellen Macarthur Foundation. “L’OCCITANE En Provence Packaging Producers and Users,” 2020. <https://www.ellenmacarthurfoundation.org/global-commitment-2021/signatory-reports/ppu/loccitane-en-provence>.
- . “Our Network: It’s Time for a Circular Economy.” ellenmacarthurfoundation.org, 2023. <https://www.ellenmacarthurfoundation.org/network/who-is-in-the-network>.
- Erborian. “Makeup Meets Skincare.” Erborian USA, 2020. <https://usa.erborian.com/about-us/>.
- European Comission. “Sustainable Cosmetics Summit.” EU, n.d. https://ec.europa.eu/environment/integration/research/newsalert/pdf/277na6_en.pdf.
- Explore France. “With Lush Landscapes of Lavender and Verdant Verbena, Provence Is Home to Many Healing Ingredients Found in the Products of L’Occitane.” *France.Fr*. Provence, September 2023. <https://www.france.fr/en/provence/article/loccitane-a-source-of-beauty>.
- Fair for Life. “Fair for Life: Standard & Material,” 2024.

- https://www.fairforlife.org/pmws/indexDOM.php?client_id=fairforlife&page_id=root_2_3&lang_iso639=en.
- _____. “Fair for Life - Certified Operators.” Fair for Life, 2021.
https://www.fairforlife.org/pmws/indexDOM.php?client_id=fairforlife&page_id=certified&lang_iso639=en&company_id=779.
- _____. “Laboratoires M&L.” Manosque, 2022.
https://www.fairforlife.org/pmws/indexDOM.php?client_id=fairforlife&page_id=certified&lang_iso639=en&company_id=779.
- Foundation L’Occitane. “Loccitane Foundation.” L’Occitane Group, n.d.
<https://fondation.loccitane.com/>.
- _____. “Reforestation to Fight Climate Change.” L’Occitane Group, 2023.
<https://fondation.loccitane.com/actions/respecting-biodiversity/reforestation-to-fight-climate-change>.
- Global Business Consulting. “End-to-End Traceability Industry 4.0.” We Are Drew, 2020. <https://www.wearedrew.co/en/ss4i/end-to-end-traceability>.
- Great Place to Work. “Greatest Place to Work L’Occitane,” 2022.
<https://www.greatplacetowork.com/certified-company/1100747>.
- _____. “L’Occitane En Provence.” GPTW.ME, 2022.
<https://www.greatplacetowork.co.uk/certified-company/1556546>.
- _____. “Working at L’Occitane.” GPTW.ME, 2020.
<https://greatplacetowork.me/certified-organization/loccitane-2/>.
- Green Growth. “POTENSI KOMERSIALISASI BIO-CNG UNTUK TRANSISI ENERGI.” Bappenas Indonesia, 2022.
<http://greengrowth.bappenas.go.id/potensi-komersialisasi-bio-cng-untuk-transisi-energi/>.
- Gruope L’Occitane. “Philanthropy Report 2023,” 2023.
- _____. “Technical-Characteristics-of-Organic-Raw-Materials.” Provence, 2020.
- HQE GBC France. “La Certification HQE.” HQE, 2020.
<https://www.hqegbc.org/en/qui-sommes-nous-alliance-hqe-gbc/la-certification-hqe/>.
- _____. “The Certification.” HQE, 2021. <https://www.hqegbc.org/en/qui-sommes-nous-alliance-hqe-gbc/la-certification-hqe/>.
- iCycle. “Success Story,” 2023. <https://icycle-global.com/success-story/>.
- Industry Intel. “L’Occitane En Provence Switches to Recyclable Bottles for Its Eco-Refill Shower Gels, Liquid Soaps and Shampoos Following Ellen Macarthur Foundation’s Global Commitment to Cut Plastic Waste,” 2023.
<https://www.industryintel.com/consumer-packaged-goods/news/l-occitane->

[en-provence-switches-to-recyclable-bottles-for-its-eco-refill-shower-gels-liquid-soaps-and-shampoos-following-ellen-macarthur-foundation-s-global-commitment-to-cut-plastic-waste-group-predicts-10-20-sales-growth-for-the-eco-refill-products-159910708416](https://www.prnewswire.com/news-releases/en-provence-switches-to-recyclable-bottles-for-its-eco-refill-shower-gels-liquid-soaps-and-shampoos-following-ellen-macarthur-foundation-s-global-commitment-to-cut-plastic-waste-group-predicts-10-20-sales-growth-for-the-eco-refill-products-159910708416).

Insider. “Organic Beauty Leader Melvita Boosts Conversion Rate by 28% with Social Proof.” *Useinsider.Com*, 2022. <https://useinsider.com/case-studies/melvita-2/>.

International Trade Center. “Trade for Sustainable Development.” ITC. Accessed January 16, 2024. <https://www.intracen.org/trade-topics/sustainable-development/fair-trade/>.

ISOKONSULTINDO. “OHSAS 18001 - Sistem Manajemen K3.” ISO, 2022. <https://isokonsultindo.com/ohsas-18001/>.

IUCN. “L’Occitane En Provence.” IUCN, 2019. <https://www.iucncongress2020.org/event/exhibition/exhibitors/l24>.

———. “L’OCCITANE to Take Centre Stage at the IUCN Congress to Contribute to a ‘nature-Positive’ World.” IUCN, 2020. <https://www.prnewswire.com/news-releases/locctitane-to-take-centre-stage-at-the-iucn-congress-to-contribute-to-a-nature-positive-world-301295417.html>.

L’Occitane. “ENVIRONMENTAL, SOCIAL AND GOVERNANCE,” 2022. [https://group.loccitane.com/sites/default/files/2017-11/2016-Shea Butter Fair Trade Report-EN.pdf](https://group.loccitane.com/sites/default/files/2017-11/2016-Shea%20Butter%20Fair%20Trade%20Report-EN.pdf).

———. “L’OCCITANE PHILANTHROPY REPORT 2021-2022,” 2022. [https://group.loccitane.com/sites/default/files/2022-08/Rapport Mécénat L'OCCITANE FY22 - Version EN - HD planches_0.pdf](https://group.loccitane.com/sites/default/files/2022-08/Rapport%20M%C3%A9c%C3%A9nat%20L%27OCCITANE%20FY22%20-%20Version%20EN%20-HD%20planches_0.pdf).

L’Occitane au Bresil. “L’Occitane Au Brésil: Discover My Story.” br.loccitaneaubresil.com, 2019. <https://br.loccitaneaubresil.com/pt-br/minhahistoria.html>.

L’OCCITANE au Brésil. “L’OCCITANE Au Brésil Invests in a Factory Site in Brazil.” *L’Occitane Group*, 2017. [https://group.loccitane.com/sites/default/files/2017-11/PR_LOccitane au Brésil invests in factory project in Brazil_EN.pdf](https://group.loccitane.com/sites/default/files/2017-11/PR_LOccitane%20au%20Br%C3%A9sil%20invests%20in%20factory%20project%20in%20Brazil_EN.pdf).

L’occitane en Provence. “L’OCCITANE Speeds up Its Efforts to Tackle Plastic Pollution Thanks to the Ellen MacArthur Foundation.” L’Occitane Group, 2022. <https://group.loccitane.com/group/news/locctitane-speeds-its-efforts-tackle-plastic-pollution-thanks-ellen-macarthur-foundation>.

———. “Our Formulation Philosophy.” L’Occitane Group, 2023. <https://www.loccitane.com/en-us/clean-charter>.

L’Occitane Group. “CSR REPORT,” 2018.

- _____. “CSR Report 2019.” Provence, 2019.
- _____. “FORMULATION CHARTER.” Provence, n.d.
- _____. “FY 2021 Environmental, Social and Governance Report.” Provence, 2021.
- _____. “GROUP ENVIRONMENTAL POLICY.” Provence, 2022.
- _____. “Group Mission.” Provence, 2019.
- _____. “Group Quality Policy.” Provence, 2022.
- _____. “Impact Measurement Case Study About the L’OCCITANE Group,” 2019.
- _____. “L’OCCITANE Au Brésil Opens a Brand-New Flagship in Sao Paulo.” *Groupe L’Occitane*. September 6, 2018.
<https://group.loccitane.com/group/news/loccitane-au-bresil-opens-brand-new-flagship-sao-paulo>.
- _____. “L’OCCITANE Group Announces Its New Corporate Mission.” Groupe L’Occitane, 2022. <https://group.loccitane.com/group/news/loccitane-group-announces-its-new-corporate-mission>.
- _____. “L’OCCITANE En Provence Is Recognised by the UN as an Exemplary Business for Its Action in Burkina Faso,” 2019.
- _____. “L’Occitane Group Philanthropy Report 2018-2019.” Provence, 2019.
- _____. “Our Brands.” Groupe L’Occitane, 2022.
<https://group.loccitane.com/group/our-brands#brand-51>.
- _____. “Our Culture.” Groupe L’Occitane, 2022.
<https://group.loccitane.com/our-culture>.
- _____. “Social and Governance Report.” Provence, 2020.
- _____. “Sustainable Sourcing and Human Rights.” L’, 2022.
<https://group.loccitane.com/commitments/commitments-publications>.
- _____. “The Group at a Glance.” Groupe L’Occitane, 2022.
<https://group.loccitane.com/group-glance>.
- L’OCCITANE Group. “Climate Strategy Contributing To a Net-Zero World,” no. April (2023). chrome-extension://efaidnbmnnibpcajpcglclefindmkaj/<https://group.loccitane.com/sites/default/files/2023-04/CLIMATESTRATEGYV5.pdf>.
- Lim (Regional Sustainability Director). “Wawancara Daring Bersama L’Occitane En Provence Malaysia.” n.d.
- Limelife by Alcone. “About Us.” [limelifebyalcone.com](https://www.limelifebyalcone.com/corporphan/home/aboutus), 2019.

- . “Unbox Joy.” limelifebyalcone.com, 2020.
<https://www.limelifebyalcone.com/corporphan/enrollment>.
- Melvita. “OUR ECO-RESPONSIBLE FACTORY.” Melvita France, 2022.
<https://fr.melvita.com/engage-pour-la-planete/>.
- Moudio, Rebecca. “Shea Butter Nourishes Opportunities for African Women.” United Nations, 2020. <https://www.un.org/africarenewal/magazine/august-2013/sheabutter-nourishes-opportunities-african-women>.
- Nitidae. “L’OCCITANE EN PROVENCE Presents the RESIST Program during the United Nations General Assembly.” *Nitidae.Org*, September 28, 2019. <https://www.nitidae.org/en/actualites/l-occitane-en-provence-presente-le-projet-resist-a-l-assemblee-generale-des-nations-unies-a-new-york>.
- Ohletz, Janel Louise. “Regenerative Agriculture.” *Encyclopedia of Digital Agricultural Technologies*, no. July (2023): 1119–31.
https://doi.org/10.1007/978-3-031-24861-0_252.
- PitchBook. “Melvita.” pitchbook.com, 2022.
<https://pitchbook.com/profiles/company/163597-60#overview>.
- PUR Projet. “One Planet Business for Biodiversity.” OP2B, 2020.
<https://op2b.org/pur-project-tree-planting-program/>.
- . “One with Nature.” PUR.CO, 2023. <https://www.pur.co/>.
- Ransom, David. *The No-Nonsense Guide to Fair Trade*. Reprinted. Oxford: New Internationalist Publications, 2009.
- RocketReach. “L’Occitane En Provence Information.” rocketreach.co, 2022.
https://rocketreach.co/locctane-en-provence-profile_b5c49ae1f42e0dc6.
- RSPO. “Standards and Certifications.” Asian Agri, 2022.
<https://www.asianagri.com/en/sustainability/standards-and-certifications/>.
- Singh, Nares C, and Vangile Titi. *Empowerment for Sustainable Development: Towards Operational Strategies*. Winnipag: INTERNATIONAL INSTITUTE FOR SUSTAINABLE DEVELOPMENT, 2001.
https://www.iisd.org/system/files/publications/operational_strategies.pdf.
- Smith, Sophie. “L’Occitane’s New Mission Statement Champions People and Nature.” *The Industry Beauty*. Paris, November 2022.
<https://theindustry.beauty/locctane-champions-people-and-nature-in-new-corporate-mission-statement/>.
- UNDP. “Biodiversity for Beauty: Sustainable Sourcing for the Cosmetics Industry.” *United Nations*. New York, 2019.
<https://www.undp.org/sites/g/files/zskgke326/files/publications/BiodiversityForBeautySustainableSourcingForTheCosmeticsIndustry.pdf>.
- UNICEF. “L’OCCITANE & UNICEF USA’S PARTNERSHIP: PREVENTING

- CHILDHOOD BLINDNESS,” 2022. <https://www.unicefusa.org/about-unicef-usa/partnerships/companies/loccitane>.
- United Nations. “Towards 100% Sustainable Materials.” United Nations Sustainable Development Goals, 2018. <https://sustainabledevelopment.un.org/partnership/?p=873>.
- US Green Building Council. “LEED Rating System The Most Widely Used Green Building Rating System.” USGBC, 2022. <https://www.usgbc.org/leed>.
- Villas, Ernest. “ESG Report 2023.” *L'Occitane Group*. Vol. 20. Provence, 2023. <https://doi.org/10.1111/j.1755-6988.1969.tb00428.x>.
- Weatherford. “Code of Business Conduct.” *Weatherford New Code of Business Conduct*, 2020, 36. <http://www.weatherford.com/dn/WWW018772>.
- Haryono, E., & Ilkodar, S. B. (2005). *Menulis Skripsi: Panduan untuk Mahasiswa Ilmu Hubungan Internasional*. Pustaka Pelajar.
- Singh, N. C., & Titi, V. (2001). *Empowerment For Sustainable Development: Towards Operational Strategies*. INTERNATIONAL INSTITUTE FOR SUSTAINABLE DEVELOPMENT. https://www.iisd.org/system/files/publications/operational_strategies.pdf.
- Sumber Jurnal dan Artikel Ilmiah:**
- Jayn, W. N. (2019). Fair Trade : Menuju Sebuah Sistem Perdagangan (Baru) Bagi Negara-Negara Di Dunia. *Jurnal Dinamika Global*, 4(01), 210–227. <https://doi.org/10.36859/jdg.v4i01.106>
- Mintarja, K., Kadim, P. C., & Alexander, S. C. (2020). Implementasi Prinsip Fair Trade oleh The Body Shop sebagai Upaya Peningkatan Kesejahteraan Masyarakat Rwanda. *Jurnal Sentris*, 2(2), 32–46. <https://doi.org/10.26593/sentris.v2i2.4179.32-46>
- Nasution, R. H. (2019). Penerapan Prinsip Fair-Trade Dalam Upaya Peningkatan Kesejahteraan Petani Kopi Di Jawa Barat. *Dialogia Iuridica: Jurnal Hukum Bisnis Dan Investasi*, 10(2), 50–75. <https://doi.org/10.28932/di.v10i2.1238>
- Oktaviana, R. (2018). *UPAYA THE BODY SHOP FOUNDATION DALAM MENDUKUNG FAIR TRADE DI GUATEMALA*. 6(4), 1587–1596. [http://ejournal.hi.fisip-unmul.ac.id/site/wp-content/uploads/2018/11/13.1102045036 - Riska Oktaviana \(11-05-18-01-11-29\).pdf](http://ejournal.hi.fisip-unmul.ac.id/site/wp-content/uploads/2018/11/13.1102045036 - Riska Oktaviana (11-05-18-01-11-29).pdf)
- Sari, P. W. M., Sushanti, S., & Wiranata, I. M. A. (2020). Upaya the Body Shop Dalam Mendukung Penerapan Prinsip Fair Trade Di Bidang Lingkungan Dalam Aktivitas Bisnisnya. *Simdos Unud*, 5, 2.

- Skene, K. R. (2022). What is the Unit of Empowerment? An Ecological Perspective. *British Journal of Social Work*, 52(1), 498–517. <https://doi.org/10.1093/bjsw/bcab012>
- Sushanti, S. (2017). Fair Trade: Sebuah Alternatif Kah? *Jurnal Ilmiah WIDYA SOSIO POLITIKA*, 8(1), 40–44. <http://erepo.unud.ac.id/id/eprint/14531/1/f00ff5dea04a7464decb470f48c5bd08.pdf>
- Suzianti, A., Mubarak, A., Firdaus, A., & Arif, N. (2019). Implementation of Fairtrade at the Early Stage and Its Impact on Sustainable Supply Chain. *IOP Conference Series: Earth and Environmental Science*, 219(1). <https://doi.org/10.1088/1755-1315/219/1/012028>
- Sylviana, Y. D. (2018). How to Implement fair Trade in Indonesia (Case Study: Apikri Success in Implementing Fair Trade in Yogyakarta). *Dinamika Global*, 03(02), 88.
- Ohletz, J. L. (2023). Regenerative Agriculture. *Encyclopedia of Digital Agricultural Technologies*, July, 1119–1131. https://doi.org/10.1007/978-3-031-24861-0_252

Sumber Artikel Web:

- ABA Group. “L’Occitane En Provence.” aba-id.com, 2019. <https://aba-id.com/brand/1>.
- Adisty, N. (2020). *Tumbuh Pesat, Pemakaian Produk Kecantikan di Indonesia Kian Meningkat*. Good Stats. <https://goodstats.id/article/menilik-meningkatnya-konsumsi-produk-kecantikan-di-indonesia-LcQed>
- Bloomberg. “L’Occitane Inc.” bloomberg.com, 2017. <https://www.bloomberg.com/profile/company/0277415D:US#xj4y7vzkg>.
- CRÉDIT AGRICOLE CIB. “L’OCCITANE GROUP SIGNS ITS FIRST SUSTAINABILITY-LINKED LOAN WITH THE SUPPORT OF CRÉDIT AGRICOLE CIB,” 2021. <https://pressroom.credit-agricole.com/news/loccitane-group-signs-its-first-sustainability-linked-loan-with-the-support-of-credit-agricole-cib-5802-94727.html>.
- Elemis London. “About Us.” Elemis, 2020. <https://id.elemis.com/about-us-mz>.
- . “Our Story.” Elemis, 2020. <https://id.elemis.com/our-story-mz>.
- Erborian. “Makeup Meets Skincare.” Erborian USA, 2020. <https://usa.erborian.com/about-us/>.
- Explore France. “With Lush Landscapes of Lavender and Verdant Verbena,

- Provence Is Home to Many Healing Ingredients Found in the Products of L'Occitane.” *France.Fr.* Provence, September 2023. <https://www.france.fr/en/provence/article/loccitane-a-source-of-beauty>.
- Foundation L'Occitane. “Loccitane Foundation.” L'Occitane Group, n.d. <https://fondation.loccitane.com/>.
- Fletcher, C. (2023). *The Environmental and Health Impacts of the Cosmetic Industry*. Earth Org. <https://earth.org/environmental-impacts-cosmetic-industry/>
- Foundation L'Occitane. “Loccitane Foundation.” L'Occitane Group, n.d. <https://fondation.loccitane.com/>.
- Groupe L'Occitane. (2023). *Our brands*. L'Occitane Group. <https://group.loccitane.com/>
- Gruope L'Occitane. (2023). *WITH EMPOWERMENT WE POSITIVELY IMPACT PEOPLE AND REGENERATE NATURE*. L'Occitane Group. <https://group.loccitane.com/group/who-we-are>
- L'Occitane. “ENVIRONMENTAL, SOCIAL AND GOVERNANCE,” 2022. [https://group.loccitane.com/sites/default/files/2017-11/2016-Shea Butter Fair Trade Report-EN.pdf](https://group.loccitane.com/sites/default/files/2017-11/2016-Shea%20Butter%20Fair%20Trade%20Report-EN.pdf).
- . “L'OCCITANE PHILANTHROPY REPORT 2021-2022,” 2022. [https://group.loccitane.com/sites/default/files/2022-08/Rapport Mécénat L'OCCITANE FY22 - Version EN - HD planches_0.pdf](https://group.loccitane.com/sites/default/files/2022-08/Rapport%20M%C3%A9c%C3%A9nat%20L%27OCCITANE%20FY22%20-%20Version%20EN%20-HD%20planches_0.pdf).
- L'occitane en Provence. (2023). *Our Formulation Philosophy*. L'Occitane Group. <https://www.loccitane.com/en-us/clean-charter>
- ABA Group. “L'Occitane En Provence.” [aba-id.com](https://aba-id.com/brand/1), 2019. <https://aba-id.com/brand/1>.
- Bloomberg. “L'Occitane Inc.” [bloomberg.com](https://www.bloomberg.com/profile/company/0277415D:US#xj4y7vzkg), 2017. <https://www.bloomberg.com/profile/company/0277415D:US#xj4y7vzkg>.
- Causeartist. “7 Best Ethical and Organic Shea Butter Brands.” *Causeartist.Com*, 2019. <https://causeartist.com/organic-shea-butter/>.
- COMPAGNIE DES AMANDES. “CRÉATION DE FRANCE AMANDE,” 2019. <https://compagniedesamandes.com/creation-de-france-amande/>.
- Cosmeticobs. “Palm Oil: An Answer from L'Occitane En Provence.” *COSMETIC OBS*, November 23, 2019. <https://cosmeticobs.com/en/articles/news-59/palm-oil-an-answer-from-loccitane-en-provence-928>.
- CRÉDIT AGRICOLE CIB. “L'OCCITANE GROUP SIGNS ITS FIRST SUSTAINABILITY-LINKED LOAN WITH THE SUPPORT OF CRÉDIT AGRICOLE CIB,” 2021. <https://pressroom.credit-agricole-cib.com/en/press-releases/loccitane-group-signs-its-first-sustainability-linked-loan-with-the-support-of-credit-agricole-cib>.

- agricole.com/news/loccitane-group-signs-its-first-sustainability-linked-loan-with-the-support-of-credit-agricole-cib-5802-94727.html.
- Elemis London. “About Us.” Elemis, 2020. <https://id.elemis.com/about-us-mz>.
- . “Our Story.” Elemis, 2020. <https://id.elemis.com/our-story-mz>.
- Ellen Macarthur Foundation. “L’OCCITANE En Provence Packaging Producers and Users,” 2020. <https://www.ellenmacarthurfoundation.org/global-commitment-2021/signatory-reports/ppu/loccitane-en-provence>.
- . “Our Network: It’s Time for a Circular Economy.” ellenmacarthurfoundation.org/network/who-is-in-the-network.
- Erborian. “Makeup Meets Skincare.” Erborian USA, 2020. <https://usa.erborian.com/about-us/>.
- European Comission. “Sustainable Cosmetics Summit.” EU, n.d. https://ec.europa.eu/environment/integration/research/newsalert/pdf/277na6_en.pdf.
- Explore France. “With Lush Landscapes of Lavender and Verdant Verbena, Provence Is Home to Many Healing Ingredients Found in the Products of L’Occitane.” *France.Fr.* Provence, September 2023. <https://www.france.fr/en/provence/article/loccitane-a-source-of-beauty>.
- Fair for Life. “Fair for Life: Standard & Material,” 2024. https://www.fairforlife.org/pmws/indexDOM.php?client_id=fairforlife&page_id=root_2_3&lang_iso639=en.
- . “Fair for Life - Certified Operators.” Fair for Life, 2021. https://www.fairforlife.org/pmws/indexDOM.php?client_id=fairforlife&page_id=certified&lang_iso639=en&company_id=779.
- . “Laboratoires M&L.” Manosque, 2022. https://www.fairforlife.org/pmws/indexDOM.php?client_id=fairforlife&page_id=certified&lang_iso639=en&company_id=779.
- Foundation L’Occitane. “Loccitane Foundation.” L’Occitane Group, n.d. <https://fondation.loccitane.com/>.
- . “Reforestation to Fight Climate Change.” L’Occitane Group, 2023. <https://fondation.loccitane.com/actions/respecting-biodiversity/reforestation-to-fight-climate-change>.
- Global Busniess Consulting. “End-to-End Traceability Industry 4.0.” We Are Drew, 2020. <https://www.wearedrew.co/en/ss4i/end-to-end-traceability>.
- Great Place to Work. “Greatest Place to Work L’Occitane,” 2022. <https://www.greatplacetowork.com/certified-company/1100747>.

- _____. “L’Occitane En Provence.” GPTW.ME, 2022.
<https://www.greatplacetowork.co.uk/certified-company/1556546>.
- _____. “Working at L’Occitane.” GPTW.ME, 2020.
<https://greatplacetowork.me/certified-organization/loccitane-2/>.
- Green Growth. “POTENSI KOMERSIALISASI BIO-CNG UNTUK TRANSISI ENERGI.” Bappenas Indonesia, 2022.
<http://greengrowth.bappenas.go.id/potensi-komersialisasi-bio-cng-untuk-transisi-energi/>.
- Gruope L’Occitane. “Philanthropy Report 2023,” 2023.
- _____. “Technical-Characteristics-of-Organic-Raw-Materials.” Provence, 2020.
- HQE GBC France. “La Certification HQE.” HQE, 2020.
<https://www.hqegbc.org/en/qui-sommes-nous-alliance-hqe-gbc/la-certification-hqe/>.
- _____. “The Certification.” HQE, 2021. <https://www.hqegbc.org/en/qui-sommes-nous-alliance-hqe-gbc/la-certification-hqe/>.
- iCycle. “Success Story,” 2023. <https://icycle-global.com/success-story/>.
- Industry Intel. “L’Occitane En Provence Switches to Recyclable Bottles for Its Eco-Refill Shower Gels, Liquid Soaps and Shampoos Following Ellen Macarthur Foundation’s Global Commitment to Cut Plastic Waste,” 2023.
<https://www.industryintel.com/consumer-packaged-goods/news/l-occitane-en-provence-switches-to-recyclable-bottles-for-its-eco-refill-shower-gels-liquid-soaps-and-shampoos-following-ellen-macarthur-foundation-s-global-commitment-to-cut-plastic-waste-group-predicts-10-20-sales-growth-for-the-eco-refill-products-159910708416>.
- Insider. “Organic Beauty Leader Melvita Boosts Conversion Rate by 28% with Social Proof.” *Useinsider.Com*, 2022. <https://useinsider.com/case-studies/melvita-2/>.
- International Trade Center. “Trade for Sustainable Development.” ITC. Accessed January 16, 2024. <https://www.intracen.org/trade-topics/sustainable-development/fair-trade/>.
- ISOKONSULTINDO. “OHSAS 18001 - Sistem Manajemen K3.” ISO, 2022.
<https://isokonsultindo.com/ohsas-18001/>.
- IUCN. “L’Occitane En Provence.” IUCN, 2019.
<https://www.iucncongress2020.org/event/exhibition/exhibitors/124>.
- _____. “L’OCCITANE to Take Centre Stage at the IUCN Congress to Contribute to a ‘nature-Positive’ World.” IUCN, 2020.
<https://www.prnewswire.com/news-releases/loccitane-to-take-centre-stage-at-the-iucn-congress-to-contribute-to-a-nature-positive-world-301295417.html>.

- L'Occitane. "ENVIRONMENTAL, SOCIAL AND GOVERNANCE," 2022.
[https://group.loccitane.com/sites/default/files/2017-11/2016-Shea Butter Fair Trade Report-EN.pdf](https://group.loccitane.com/sites/default/files/2017-11/2016-Shea%20Butter%20Fair%20Trade%20Report-EN.pdf).
- _____. "L'OCCITANE PHILANTHROPY REPORT 2021-2022," 2022.
[https://group.loccitane.com/sites/default/files/2022-08/Rapport Mécénat L'OCCITANE FY22 - Version EN - HD planches_0.pdf](https://group.loccitane.com/sites/default/files/2022-08/Rapport%20M%C3%A9c%C3%A9nat%20L'OCCITANE%20FY22%20-%20Version%20EN%20-HD%20planches_0.pdf).
- L'Occitane au Bresil. "L'Occitane Au Brésil: Discover My Story."
br.loccitaneaubresil.com, 2019. <https://br.loccitaneaubresil.com/pt-br/minhahistoria.html>.
- L'OCCITANE au Brésil. "L'OCCITANE Au Brésil Invests in a Factory Site in Brazil." *L'Occitane Group*, 2017.
[https://group.loccitane.com/sites/default/files/2017-11/PR_LOccitane au Brésil invests in factory project in Brazil_EN.pdf](https://group.loccitane.com/sites/default/files/2017-11/PR_LOccitane%20au%20Br%C3%A9sil%20invests%20in%20factory%20project%20in%20Brazil_EN.pdf).
- L'occitane en Provence. "L'OCCITANE Speeds up Its Efforts to Tackle Plastic Pollution Thanks to the Ellen MacArthur Foundation." L'Occitane Group, 2022. <https://group.loccitane.com/group/news/loccitane-speeds-its-efforts-tackle-plastic-pollution-thanks-ellen-macarthur-foundation>.
- _____. "Our Formulation Philosophy." L'Occitane Group, 2023.
<https://www.loccitane.com/en-us/clean-charter>.
- L'Occitane Group. "CSR REPORT," 2018.
- _____. "CSR Report 2019." Provence, 2019.
- _____. "FORMULATION CHARTER." Provence, n.d.
- _____. "FY 2021 Environmental, Social and Governance Report." Provence, 2021.
- _____. "GROUP ENVIRONMENTAL POLICY." Provence, 2022.
- _____. "Group Mission." Provence, 2019.
- _____. "Group Quality Policy." Provence, 2022.
- _____. "Impact Measurement Case Study About the L'OCCITANE Group," 2019.
- _____. "L'OCCITANE Au Brésil Opens a Brand-New Flagship in Sao Paulo." *Groupe L'Occitane*. September 6, 2018.
<https://group.loccitane.com/group/news/loccitane-au-bresil-opens-brand-new-flagship-sao-paulo>.
- _____. "L'OCCITANE Group Announces Its New Corporate Mission." Groupe L'Occitane, 2022. <https://group.loccitane.com/group/news/loccitane-group-announces-its-new-corporate-mission>.
- _____. "L'OCCITANE En Provence Is Recognised by the UN as an Exemplary

- Business for Its Action in Burkina Faso,” 2019.
- _____. “L’Occitane Group Philanthropy Report 2018-2019.” Provence, 2019.
- _____. “Our Brands.” Groupe L’Occitane, 2022.
<https://group.loccitane.com/group/our-brands#brand-51>.
- _____. “Our Culture.” Groupe L’Occitane, 2022.
<https://group.loccitane.com/our-culture>.
- _____. “Social and Governance Report.” Provence, 2020.
- _____. “Sustainable Sourcing and Human Rights.” L’, 2022.
<https://group.loccitane.com/commitments/commitments-publications>.
- _____. “The Group at a Glance.” Groupe L’Occitane, 2022.
<https://group.loccitane.com/group-glance>.
- L’OCCITANE Group. “Climate Strategy Contributing To a Net-Zero World,” no. April (2023). chrome-extension://efaidnbmnnibpcajpcglclefindmkaj/<https://group.loccitane.com/sites/default/files/2023-04/CLIMATESTRATEGYV5.pdf>.
- Lim (Regional Sustainability Director). “Wawancara Daring Bersama L’Occitane En Provence Malaysia.” n.d.
- Limelife by Alcone. “About Us.” [limelifebyalcone.com](https://www.limelifebyalcone.com/corporphan/home/aboutus), 2019.
<https://www.limelifebyalcone.com/corporphan/home/aboutus>.
- _____. “Unbox Joy.” [limelifebyalcone.com](https://www.limelifebyalcone.com/corporphan/enrollment), 2020.
<https://www.limelifebyalcone.com/corporphan/enrollment>.
- Melvita. “OUR ECO-RESPONSIBLE FACTORY.” Melvita France, 2022.
<https://fr.melvita.com/engage-pour-la-planete/>.
- Moudio, Rebecca. “Shea Butter Nourishes Opportunities for African Women.” United Nations, 2020. <https://www.un.org/africarenewal/magazine/august-2013/she-a-butter-nourishes-opportunities-african-women>.
- Nitidae. “L’OCCITANE EN PROVENCE Presents the RESIST Program during the United Nations General Assembly.” *Nitidae.Org*, September 28, 2019. <https://www.nitidae.org/en/actualites/l-occitane-en-provence-presente-le-projet-resist-a-l-assemblee-generale-des-nations-unies-a-new-york>.
- Ohletz, Janel Louise. “Regenerative Agriculture.” *Encyclopedia of Digital Agricultural Technologies*, no. July (2023): 1119–31.
https://doi.org/10.1007/978-3-031-24861-0_252.
- PitchBook. “Melvita.” [pitchbook.com](https://pitchbook.com/profiles/company/163597-60#overview), 2022.
<https://pitchbook.com/profiles/company/163597-60#overview>.
- PUR Projct. “One Planet Business for Biodiversity.” OP2B, 2020.
<https://op2b.org/pur-project-tree-planting-program/>.

- . “One with Nature.” PUR.CO, 2023. <https://www.pur.co/>.
- Ransom, David. *The No-Nonsense Guide to Fair Trade*. Reprinted. Oxford: New Internationalist Publications, 2009.
- RocketReach. “L’Occitane En Provence Information.” rocketreach.co, 2022. https://rocketreach.co/loccitane-en-provence-profile_b5c49ae1f42e0dc6.
- RSPO. “Standards and Certifications.” Asian Agri, 2022. <https://www.asianagri.com/en/sustainability/standards-and-certifications/>.
- Singh, Nares C, and Vangile Titi. *Empowerment for Sustainable Development: Towards Operational Strategies*. Winnipag: INTERNATIONAL INSTITUTE FOR SUSTAINABLE DEVELOPMENT, 2001. https://www.iisd.org/system/files/publications/operational_strategies.pdf.
- Smith, Sophie. “L’Occitane’s New Mission Statement Champions People and Nature.” *The Industry Beauty*. Paris, November 2022. <https://theindustry.beauty/loccitane-champions-people-and-nature-in-new-corporate-mission-statement/>.
- UNDP. “Biodiversity for Beauty: Sustainable Sourcing for the Cosmetics Industry.” *United Nations*. New York, 2019. <https://www.undp.org/sites/g/files/zskgke326/files/publications/BiodiversityForBeautySustainableSourcingForTheCosmeticsIndustry.pdf>.
- UNICEF. “L’OCCITANE & UNICEF USA’S PARTNERSHIP: PREVENTING CHILDHOOD BLINDNESS,” 2022. <https://www.unicefusa.org/about-unicef-usa/partnerships/companies/loccitane>.
- United Nations. “Towards 100% Sustainable Materials.” United Nations Sustainable Development Goals, 2018. <https://sustainabledevelopment.un.org/partnership/?p=873>.
- US Green Building Council. “LEED Rating System The Most Widely Used Green Building Rating System.” USGBC, 2022. <https://www.usgbc.org/leed>.
- Villas, Ernest. “ESG Report 2023.” *L’Occitane Group*. Vol. 20. Provence, 2023. <https://doi.org/10.1111/j.1755-6988.1969.tb00428.x>.
- Weatherford. “Code of Business Conduct.” *Weatherford New Code of Business Conduct*, 2020, 36. <http://www.weatherford.com/dn/WWW018772>.
- Rukmana, I. D. (2017). *Perusahaan Kosmetik di Indonesia*. Compas. <https://compas.co.id/article/perusahaan-kosmetik-di-indonesia/>
- UNDP. (2019). Biodiversity for Beauty: Sustainable Sourcing for the Cosmetics Industry. In *United Nations*. <https://www.undp.org/sites/g/files/zskgke326/files/publications/BiodiversityForBeautySustainableSourcingForTheCosmeticsIndustry.pdf>
- United Nations. (2018). *Towards 100% Sustainable Materials*. United Nations

Sustainable	Development	Goals.
		https://sustainabledevelopment.un.org/partnership/?p=873
US Green Building Council. (2022). <i>LEED rating system The most widely used green building rating system.</i> USGBC. https://www.usgbc.org/leed		
World Fair Trade Organization. (2023). <i>Fair Trade Enterprises.</i> WFTO. https://wfto.com/who-we-are		

Sumber Berita:

Causeartist. “7 Best Ethical and Organic Shea Butter Brands.” *Causeartist.Com*, 2019. <https://causeartist.com/organic-shea-butter/>.

CRÉDIT AGRICOLE CIB. “L’OCCITANE GROUP SIGNS ITS FIRST SUSTAINABILITY-LINKED LOAN WITH THE SUPPORT OF CRÉDIT AGRICOLE CIB,” 2021. <https://pressroom.credit-agricole.com/news/loccitane-group-signs-its-first-sustainability-linked-loan-with-the-support-of-credit-agricole-cib-5802-94727.html>.

Foundation L’Occitane. (2023). *Reforestation to fight climate change.* L’Occitane Group. <https://fondation.loccitane.com/actions/respecting-biodiversity/reforestation-to-fight-climate-change>

HQE GBC France. (2020). *La certification HQE.* HQE. <https://www.hqegbc.org/en/qui-sommes-nous-alliance-hqe-gbc/la-certification-hqe/>

Insider. (2022). Organic beauty leader Melvita boosts conversion rate by 28% with social proof. *Useinsider.Com.* <https://useinsider.com/case-studies/melvita-2/>

Moudio, Rebecca. “Shea Butter Nourishes Opportunities for African Women.” United Nations, 2020. <https://www.un.org/africarenewal/magazine/august-2013/she-a-butter-nourishes-opportunities-african-women>.

Nitidae. “L’OCCITANE EN PROVENCE Presents the RESIST Program during the United Nations General Assembly.” *Nitidae.Org*, September 28, 2019. <https://www.nitidae.org/en/actualites/l-occitane-en-provence-presente-le-projet-resist-a-l-assemblee-generale-des-nations-unies-a-new-york>.

Sumber Skripsi:

Ludmilla, F. (2017). *Implementasi Fair Trade Akoma Cooperative terhadap Masyarakat Pusu-Namogo di Ghana* [Universitas Katolik Parahyangan]. <https://repository.unpar.ac.id/bitstream/handle/123456789/2266/Cover - Bab 1 - 3313066sc-p.pdf?sequence=5>

Susilo, F. (2018). *Implementasi Prinsip-Prinsip Fair Trade oleh Dr. Bronner’s*

melalui Proyek Serendiworld [Universitas Katolik Parahyangan]. <https://repository.unpar.ac.id/bitstream/handle/123456789/6493/Cover - Bab1 - 3314114sc-p.pdf?sequence=1&isAllowed=y>

Sumber Laporan dan *Working Paper*

Ellen Macarthur Foundation. (2020). L'OCCITANE en Provence Packaging producers and users. <https://www.ellenmacarthurfoundation.org/global-commitment-2021/signatory-reports/ppu/loccitane-en-provence>

Ellen Macarthur Foundation. (2023). Our Network: It's time for a circular economy. <https://www.ellenmacarthurfoundation.org/network/who-is-in-the-network>

Fair for Life. "Fair for Life - Certified Operators." Fair for Life, 2021. https://www.fairforlife.org/pmws/indexDOM.php?client_id=fairforlife&page_id=certified&lang_iso639=en&company_id=779.

Fair Trade International. (2021). *The future is Fair. Annual Report 2020 - 2021.* www.fairtrade.net/impact

Great Place to Work. "L'Occitane En Provence." GPTW.ME, 2022. <https://www.greatplacetowork.co.uk/certified-company/1556546>.

_____. "Working at L'Occitane." GPTW.ME, 2020. <https://greatplacetowork.me/certified-organization/loccitane-2/>

Gruope L'Occitane. "Philanthropy Report 2023," 2023.

_____. "Technical-Characteristics-of-Organic-Raw-Materials." Provence, 2020.

Lefebvre, L. (2013). *ECOCERT ESR Standard on Social Responsibility (12th WFTO Conference)*. <https://wfto.com/sites/default/files/ECOCERT-ESR-%20Fair-Fairness%2C-Solidarity-and-Responsibility%29-by-Laurent-Lefebvre.pdf>

International Trade Center. (n.d.). *Trade for Sustainable Development*. ITC. Retrieved January 16, 2024, from <https://www.intracen.org/trade-topics/sustainable-development/fair-trade/>

IUCN. (2019). *L'Occitane en Provence*. IUCN. <https://www.iucncongress2020.org/event/exhibition/exhibitors/l24>

IUCN. (2020). *L'OCCITANE to take centre stage at the IUCN Congress to contribute to a "nature-positive" world*. IUCN. <https://www.prnewswire.com/news-releases/loccitane-to-take-centre-stage-at-the-iucn-congress-to-contribute-to-a-nature-positive-world-301295417.html>

L'occitane en Provence. (2022). *L'OCCITANE speeds up its efforts to tackle plastic*

- pollution thanks to the Ellen MacArthur Foundation.* L'Occitane Group.
<https://group.loccitane.com/group/news/loccitane-speeds-its-efforts-tackle-plastic-pollution-thanks-ellen-macarthur-foundation>
- L'occitane en Provence. (2023). *Our Formulation Philosophy.* L'Occitane Group.
<https://www.loccitane.com/en-us/clean-charter>
- L'Occitane Group. (n.d.). *FORMULATION CHARTER.*
- L'Occitane Group. (2018). *CSR REPORT.*
- L'Occitane Group. (2019a). *Group Mission.*
- L'Occitane Group. (2019b). *Impact Measurement Case Study About the L'OCCITANE Group* (Issue i).
- L'Occitane Group. (2020). *Social and Governance Report.*
- L'Occitane Group. (2021). *FY 2021 Environmental, Social and Governance Report.*
- L'Occitane Group. (2022a). *GROUP ENVIRONMENTAL POLICY.*
- L'Occitane Group. (2022b). *Sustainable sourcing and human rights.* L'.
<https://group.loccitane.com/commitments/commitments-publications>
- L'OCCITANE Group. (2023). *Climate Strategy Contributing To a Net-Zero World.*
April.
[https://group.loccitane.com/sites/default/files/2023-04/CLIMATESTRATEGYV5.pdf](chrome-extension://efaidnbmnnibpcajpcglclefindmkaj/https://group.loccitane.com/sites/default/files/2023-04/CLIMATESTRATEGYV5.pdf)
- L'Occitane. “ENVIRONMENTAL, SOCIAL AND GOVERNANCE,” 2022.
[https://group.loccitane.com/sites/default/files/2017-11/2016-Shea Butter Fair Trade Report-EN.pdf](https://group.loccitane.com/sites/default/files/2017-11/2016-Shea%20Butter%20Fair%20Trade%20Report-EN.pdf).
- _____. “L’OCCITANE PHILANTHROPY REPORT 2021-2022,” 2022.
[https://group.loccitane.com/sites/default/files/2022-08/Rapport Mécénat L%27OCCITANE FY22 - Version EN - HD planches_0.pdf](https://group.loccitane.com/sites/default/files/2022-08/Rapport%20M%C3%A9c%C3%A9nat%20L%27OCCITANE%20FY22%20-%20Version%20EN%20-HD%20planches_0.pdf).
- _____. “L’OCCITANE PHILANTHROPY REPORT 2021-2022,” 2022.
[https://group.loccitane.com/sites/default/files/2022-08/Rapport Mécénat L%27OCCITANE FY22 - Version EN - HD planches_0.pdf](https://group.loccitane.com/sites/default/files/2022-08/Rapport%20M%C3%A9c%C3%A9nat%20L%27OCCITANE%20FY22%20-%20Version%20EN%20-HD%20planches_0.pdf).
- L'Occitane Group. “CSR REPORT,” 2018.
- _____. “CSR Report 2019.” Provence, 2019.
- _____. “Group Mission.” Provence, 2019.
- _____. “Group Quality Policy.” Provence, 2022.
- _____. “L’ OCCITANE En Provence Is Recognised by the UN as an Exemplary Business for Its Action in Burkina Faso,” 2019.

- _____. “L'Occitane Group Philanthropy Report 2018-2019.” Provence, 2019.
- _____. “MOVING WORLD TOWARDS A NATURE-POSITIVE BIODIVERSITY.” Provence, 2021.
- Redfen, A., & Snedker, P. (2002). *Creating Market Opportunities for Small Enterprises: Experiences of the Fair Trade Movement*. International Labour Office (ILO). (No. 22; CH-1211). http://www.ilo.org/wcmsp5/groups/public/-ed_emp/-emp_ent/-ifp_seed/documents/publication/wcms_117707.pdf.
- UNDP. “Biodiversity for Beauty: Sustainable Sourcing for the Cosmetics Industry.” United Nations. New York, 2019. <https://www.undp.org/sites/g/files/zskgke326/files/publications/BiodiversityForBeautySustainableSourcingForTheCosmeticsIndustry.pdf>.
- Villas, E. (2023). ESG Report 2023. In *L'Occitane Group* (Vol. 20, Issue 1). <https://doi.org/10.1111/j.1755-6988.1969.tb00428.x>
- Weatherford. (2020). Code of Business Conduct. *Weatherford New Code of Business Conduct*, 36. <http://www.weatherford.com/dn/WWW018772>

Wawancara:

Lim, E. (Regional Sustainability Director). “Wawancara Daring Bersama L'Occitane En Provence Malaysia.” n.d. Dilaksanakan pada 7 hingga 21 Februari 2024 (hasil terlampir).



UNIVERSITAS
MUHAMMADIYAH
MALANG



FAKULTAS ILMU SOSIAL DAN ILMU POLITIK

HUBUNGAN INTERNASIONAL

hi.umm.ac.id | hi@umm.ac.id

SURAT KETERANGAN

Nomor : E.5.a/065/HI/FISIP-UMM/III/2024

Yang bertanda tangan di bawah ini, Ketua Program Studi Hubungan Internasional Fakultas Ilmu Sosial dan Ilmu Politik Universitas Muhammadiyah Malang, menerangkan bahwa mahasiswa:

Nama : Queen Salsabila Jasmine
NIM : 202010360311318
Judul Skripsi : Implementasi Prinsip *Fair Trade* oleh L'Occitane Group dalam Upaya Pemberdayaan Lingkungan dan Komunitas Berkelanjutan melalui Industri Kecantikan
Dosen Pembimbing : 1. Devita Prinanda,M.Hub.Int.

telah melakukan cek plagiasi pada naskah Skripsi sebagaimana judul di atas, dengan hasil sebagai berikut:

	Bab 1	Bab 2	Bab 3	Bab 4	Bab 5
	15%	15%	15%	15%	15%
Similarity	7%	4%	2%	2%	2%

*) Similarity maksimal 15% untuk setiap Bab.

Demikian surat keterangan ini dibuat untuk dipergunakan sebagai syarat pengurusan bebas tanggungan di UPT. Perpustakaan UMM.

