



MODERN SLAVERY STATEMENT FY23

Page 1 of 4

INTRODUCTION

This statement is intended to serve as:

- Annual statement required to be published for the purposes of the United Kingdom's Modern Slavery Act 2015.
- The required disclosure for the purposes of the California Transparency in Supply Chains Act of 2010.
- The required modern slavery risks reporting as per Australian Modern Slavery Act of 2018

In compliance with the main Modern Slavery Acts listed above, the Wella group of Companies ("WELLA" or "We" or "Our") describes hereinbelow the efforts it has made in the fiscal year 2023 (July 1st, 2022, to June 31st, 2023) to prevent the presence of human trafficking, slavery, and forced or child labor in its operations and its businesses.

1. OUR OPERATIONS, GUIDELINES AND PROCEDURES

1.1. The Company's organisation and area of operation

"The Wella Company" is a global group made of numerous companies spanning across the globe. The headquarters of Wella Company are located in New York, London and Geneva.

We are a global leader in the beauty industry, operating in 127 countries with iconic hair, nail, and beauty tech brands such as Wella Professionals, O.P.I, ghd, Briogeo, Nioxin, Sebastian Professional and Clairol.

Our products are manufactured either in WELLA owned facilities located in Germany, Thailand, and Mexico, or through external production by third-party manufacturers. The company's value chain also encompasses, among others, offices, distributors, direct and digital marketing.

We promote the principles set out in the United Nation's Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises.

We have joined the United Nations Global Compact and have committed to embedding its principles in the areas of human and social rights, labor, environment, and anti-corruption, into our day-to-day operations.



MODERN SLAVERY STATEMENT FY23

Page 2 of 4

1.2. Internal guidelines and procedures

Wella Company supports the International Labor Organization (ILO) declaration on the Fundamental Principles and Rights at Work and is determined to not use, benefit of, or work with anyone who uses forced, compulsory, trafficked or child labor.

At Wella Company, we seek to 'do the right thing' and operate with integrity across everything we do. We promote ethical behavior and expect that everyone in the organization follows WECare, our new Code of Conduct as an independent company, published in December 2022. It is designed to respond to and manage the ethical risks that Wella Company faces and aims to provide clarity to company stakeholders about our commitment to doing what is right. WECare is accessible in multiple formats as well as being available in 11 languages. We require our employees to complete global mandatory training on WECare every year.

WECare also applies to third-party partners (suppliers, customers, distributors, etc.). We aim to ensure that they make commitments to be in compliance with relevant applicable governmental, legal, regulatory rules related to human rights in the workplace, and within the local communities they operate.

Wella Company sets specific requirements for suppliers and business partners through our contractual terms and or in WECare, our Company Code of Conduct. We work with our external business partners, which include suppliers, consultants, agents, retailers, distributors, salons, drugstores, stylists ("Business Partners") in an honest, respectful, and responsible way and we expect them to treat us with reciprocity.

As we care about international human rights and Fundamental Principles and Rights at Work, we aim to work with those who share our commitments to ethics and compliance with the laws and regulations of all the countries in which we operate and in accordance with recognized international standards.

We work to promote a secure workplace that safeguards health, safety, and the environment. We work to mitigate the risk of injuries in the workplace, and our goal is that incidents and conditions that may cause danger are reported, regardless of the seriousness of the incident. We expect our officers, directors, employees, and Business Partners to act in accordance with human rights and to respect rules on decent working conditions.

1.3. The Company's due diligence routines

The Company carries out due diligence assessments of our directly owned business



MODERN SLAVERY STATEMENT FY23

Page 3 of 4

operations.

In January 2023, we implemented the EcoVadis platform that allows us to gain visibility, control, and monitoring of the ethical, legal, and environmental conduct of our Business partners.

We map and assess our most strategic Business partners in higher-risk countries. By the end of June 2023, we had mapped suppliers covering 50% of our products costs across Wella Professionals, OPI, Nioxin, Sebastian Professional and Clairol branded businesses.

Moving forward, our Procurement function across the Wella Company, including our ghd and Briogeo businesses, the Company will use EcoVadis to define with our suppliers the right corrective actions where needed.

We have conducted an overall analysis to map our operations and business relationships across our supply chain to identify and prioritize the most important risk areas and to identify potentially higher-risk suppliers. This due diligence assesses information regarding risks associated with the industry, geography, products, and companies.

Looking ahead, we will focus on addressing the most prominent areas of risk identified and conduct assessments of prioritized operations, suppliers, and business partners to identify and evaluate actual and potential negative impacts and determine appropriate follow-up actions.

Lastly, we are working on implementing Wella Company's Responsible Sourcing Strategy which describes who we partner with, what we buy and how we will grow sustainably. We are seeking to reduce the environmental impact of our products for consumers, stylists, customers, and our employees, and we are working together to build an increasingly sustainable and more socially conscious business. This Responsible Sourcing Strategy will reinforce our company's commitment to more sustainably sourced and eco-friendly products.

2. ACTIONS AND RESULTS

The Company has developed a redesigned Third-Party Due Diligence process to be executed across its own operations and supply chain.

2.1 Measures in own operations

At Wella Company, we are committed to respecting, upholding, and advancing human rights and ethical labor standards within our workforce. We do not tolerate human trafficking, slavery or forced and child labor.

Wella Company has established whistleblowing procedures and introduced policies, which include requirements for all employees to treat each other with respect and refrain



MODERN SLAVERY STATEMENT FY23

Page 4 of 4

from any form of abuse, bullying or harassment. Employees of the Company also have the option to contact the Company's global compliance officers or use the Company's hotline operated by an independent third-party Company, Convercent. There are forms on the website, an email address, and a 24-hour helpline where both employees and external parties can submit anonymous reports.

Ongoing training and education on ethics, integrity, and compliance with the group's guidelines and procedures, are also provided. The Company prohibits retaliation or any form of adverse action, practice, or omission because of, or in response to an employee's good faith report.

2.2 Measures in the supply chain

Obtaining sufficient information and insights about potential or actual risks throughout the supply chain, down to the raw material stage, is challenging in some areas. Therefore, we are working systematically and continuously to improve our due diligence assessments to gain a more complete overview of our overall risk landscape. We will do this, among other things, by requesting information from Business Partners about how they handle the risk of human rights violations and working conditions in their own operations and supply chains, as well as the requirements they impose on their suppliers and business partners in this regard.

We are working to gain deeper and more complete insights into our global supply chain. This will enable us to evaluate and prioritize the actions we can implement to reduce the risk of human rights violations in the supply chain. Through WECare, we promote the speak up culture and ask our employees and contractors to speak up if they see a current or potential business partners of Wella Company using or benefiting from slavery, forced or child labor.

As per the Board of Directors' power of attorney:

The statement has been issued and approved, by

Frank Smalla

Wella Company's Chief Financial and Operating Officer

DocuSigned by:
Frank Smalla
E8A53931FAF24A3...