



MODERN SLAVERY STATEMENT FISCAL YEAR 2025

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 Company" or "We" or "Our") describe below the efforts made in fiscal year 2025 (July 1, 2024 to June 31, 2025) 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 organization and area of operation

Wella Company is a global group of companies spanning across the globe with corporate offices 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 Company owned facilities located in Germany, Thailand, and Mexico, or through external production by third-party manufacturers.

1.2. Internal guidelines and procedures

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

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 Organization for Economic Co-operation and Development Guidelines for Multinational Enterprises.

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

At Wella Company, we expect that everyone in the organization follows WECare, our Company Code of Conduct promoting ethical behavior. It is designed to respond to and manage the ethical risks that Wella Company faces. WECare is accessible in multiple formats and available in 11 languages. We require our employees to complete global mandatory training on WECare every year.

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, and employees to act in accordance with human rights and to respect rules on decent working conditions.

As we care about international human rights, 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.

Wella Company works with its external business partners, which include suppliers, consultants, agents, retailers, distributors, salons, stylists (“Business Partners”) in an honest, respectful, and responsible way and we expect them to treat us with reciprocity. We have set specific requirements for them through our contractual terms and in our External Business Partners Code of Conduct.

1.3. The Company’s due diligence process

The Company performs due diligence assessments of our directly owned business operations and supply chain.

We implemented the EcoVadis platform that allows us to gain visibility, and monitor the ethical, legal, and environmental conduct of our vendors.

We include ESG topics in our strategic suppliers’ quarterly business reviews, reviewing their ESG KPIs, and Ecovadis scorecard, and action plan.

Our vendor tenders and contract allocations are executed in line with our External Business Partners Code of Conduct and our Responsible Sourcing Strategy documents available on our Vendor Portal.

2. ACTIONS AND RESULTS

2.1 Measures in internal 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 policies, which include requirements for all employees to treat each other with respect and refrain from any form of abuse, bullying or harassment. Employees at Wella Company also have the option to contact the Company's global compliance officer or use the Company's hotline operated by an independent third-party platform. There are forms on the website, an email address, and a global multilingual 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 work on an on-going basis to enhance our due diligence assessments to gain a more thorough overview of our overall ESG risk landscape.

1. First, we screen Human Rights risk based on countries and industries, using EcoVadis risk platform. In fiscal year 2025, we screened suppliers covering 60% of our total purchasing spend for Wella.
2. Second, we require our key strategic suppliers to go through EcoVadis ratings assessment and/or consider their scorecard when available. In fiscal year 2025, suppliers covering 40% of our Purchasing Spend were assessed and their ESG Scorecards reviewed. For ghd 96% of direct suppliers have been scored.
3. Third, following EcoVadis guidelines, we have set up criteria to address areas of improvement identified in the supplier scores.
4. We further advanced on transitioning to responsibly sourced palm oil (RSPO) derivatives with 73% of RSPO certified in Wella plants.
5. We require that our Mica suppliers certify that they source in compliance with the Global Mica Responsible Sourcing Initiative.

This statement has been approved by the Board of Directors and is being issued on its behalf by:

Frank Smalla
Chief Financial and Operating Officer