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	Environmental Policy	

Owner:	Arielle Semin, Global Head ESG
Approved by:	Frank Smalla, Chief Operating Officer
Effective date:	February 15, 2026
Review date:	

PURPOSE:

This Policy:

1. Facilitates compliance with applicable environmental laws, regulations and standards where Wella Company operates.
2. Aims to address environmental issues within Wella Company and with the products we sell.
3. Outlines on how Wella Company seeks to identify and minimize environmental impacts.
4. Informs everyone working for Wella Company, employees as well as suppliers, of their legal responsibilities in this area.
5. Supports WECare - Wella Company's Code of Conduct.

APPLICATION:

This Policy applies to all activities, transactions, operations and personnel working for Wella Company¹ worldwide regardless of location, role or level of seniority. This includes all Wella Company businesses, including subsidiaries and joint ventures, as well as Wella Company employees, directors and officers, and third parties acting on behalf of Wella Company. For the avoidance of doubt, this includes ghd, Briogeo as well as all brands and subsidiary brands.

COMPLIANCE WITH INTERNATIONAL & REGIONAL STANDARDS

Wella Company is committed to environmental sustainability and responsible business practices in line with international environmental standards such as the:

- United Nations Sustainable Development Goals (SDGs)
- Paris Agreement

We comply with the relevant environmental regulations and standards applicable local laws where we operate.

This Policy represents the minimum standard globally, unless expressly stated otherwise. In the event of any conflict between this Policy and national laws, national laws will prevail.

POLICY STATEMENT:

We aim at mitigating the impact of climate change and work to help prevent pollution, reduce emissions, manage waste responsibly, and eliminate certain restricted substances. We strive

¹ Rainbow UK BidCo Ltd and all its subsidiaries

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to use energy, water, and raw materials efficiently across our operations. In an effort to reduce potential adverse impacts, we are monitoring and managing our environmental performance, ensuring continuous improvement.

1. **Climate Action & Energy Efficiency:**

We acknowledge the role of businesses in addressing climate change and seek to:

- a. Reduce our Scope 1 and 2 carbon emissions by improving **energy efficiency** and transitioning to **renewable electricity**, where feasible across all Wella Company's facilities.
- b. Reduce Scope 3 carbon emissions by improving the environmental impact of our products throughout the value chain (i.e. **purchased goods, transportation, end of life**).

2. **Water Stewardship & Pollution Prevention**

Water is a vital resource, and we are seeking to minimize our water consumption and prevent pollution at our facilities by:

- a. Implementing water-efficient manufacturing processes to use less water and **reduce water waste**.
- b. Ensuring proper treatment of wastewater and chemical runoff **to prevent contamination of natural water bodies**.

3. **Waste Reduction & Sustainable Packaging**

We support a circular recycling approach by reducing waste generation and aim to:

- a. **Reduce packaging waste** with recyclable, refillable, reusable packaging and increase recycled content.
- b. Partner with recycling programs to **minimize waste to landfill** at our production and distribution sites.

4. **Pollution Prevention & Chemical Safety**

We develop products that are safe for both consumers and the environment by:

- a. Eliminating the use of **restricted or banned substances** under REACH and other legal frameworks.
- b. Aiming to use **biodegradable ingredients** with minimal environmental impact.

5. **Biodiversity & Sustainable Sourcing of Raw and Packaging Materials**

We recognize the impact of sourcing and manufacturing on ecosystems and take steps to protect biodiversity in our supply chain. We aim to:

- a. Prioritize **responsible sourcing of ingredients, raw and packaging materials** used in our products.
- b. Avoid contributing to **deforestation or habitat destruction, biodiversity loss, i.e.** Palm oil, paper and other ingredients by selecting **certified or traceable sustainable sources**.
- c. Engage suppliers in **sustainable manufacturing** and **reducing carbon footprint**.
- d. Conduct **supplier assessments** to ensure compliance with environmental guidelines and good manufacturing practices.

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6. Transparency and Continuous Improvement

Wella Company is committed to transparency in our environmental initiatives and aims to:

- a. **Report on the annual progress** of our environmental initiatives and targets.
- b. Continuously review and **improve our environmental practices** to align with evolving standards and stakeholder expectations.

7. Roles and responsibilities

Implementation of this policy is overseen by the ESG/Sustainability team, with accountability at various levels of the organization.

ADMINISTRATION:

This Policy is reviewed regularly and may be amended at any time. Each version supersedes prior versions and is implemented globally in compliance with local laws, including mandatory consultation with social partners where required.

For any questions or assistance, contact the Corporate ESG Function at environmentalsocialimpact@wella.com

RELATED POLICIES AND GUIDANCE:

- Code of Conduct
- External Business Partners' Code of Conduct
- Human Rights Policy
- Responsible Sourcing Strategy