



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

This statement outlines ELEMIS Limited's efforts to identify and address potential modern slavery risks associated with its operations. ELEMIS adopts a zero-tolerance policy toward any form of modern slavery. We are dedicated to conducting our business ethically, with integrity and transparency. We also implement effective systems and controls to prevent any occurrence of modern slavery within our company and supply chain.

OUR STRUCTURE

ELEMIS, Limited is part of L'Occitane Group, a multinational group of companies that operates in more than 90 countries. ELEMIS' principal activity is the distribution and supply of the ELEMIS range of natural cosmetics and skincare products.

OUR BUSINESS

ELEMIS is a Certified B Corporation since January 2023. The B Corp certification recognizes that ELEMIS meets high standards for social and environmental performance, transparency, and accountability. It reflects ELEMIS' commitment to healthy skin and body while reducing its impact on the planet.

The B Corp certification confirms ELEMIS' mission to become the most sustainable premium British skincare brand. ELEMIS focuses on protecting and restoring biodiversity, making a more positive impact on the climate, and empowering our people and communities for a better future.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are dedicated to ensuring that there is no slavery or human trafficking in our supply chains or any part of our business. We implement several internal policies to guarantee that we conduct our business ethically and transparently. These policies include:

- **RIGHT TO WORK.** Our policy includes conducting eligibility checks for all employees to work in the UK, which safeguards against human trafficking and individuals being forced to work against their will. All the recruitment agencies and contractors that we work with are reputable to ensure they are aligned with ELEMIS values and standards.

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- **SPEAK-UP POLICY.** This ensures all employees know they can raise concerns about how colleagues are being treated or practices within our business or supply chain without fear of reprisals. It is essential for ELEMIS that any instances of misconduct or wrongdoing are reported and addressed appropriately. Therefore, ELEMIS encourages everyone to raise concerns regarding the conduct of others in the business or the overall management of the organisation. This policy outlines how individuals can express their concerns and explain how they will be addressed.
- **CODE OF BUSINESS CONDUCT AND ETHICS.** This code explains how we behave as an organisation and how we expect our employees to behave. The Code is part of ELEMIS onboarding training, which is mandatory for all our employees.

DUE DILIGENCE PROCESS

ELEMIS recognises the need to ensure its whole value chain meets high standards of social and environmental performance.

We conduct due diligence on all suppliers before allowing them to become a preferred supplier. The approval process is carried out by an assessment of past performance (where used previously) and the completion of the following:

- Elemis Supplier Quality Questionnaire
- Sign off Elemis Code of Business Conduct
- New Supplier CR Screening Questionnaire
- Risk mapping assessment for EcoVadis
- Where external audit requirements are identified, they are arranged by third-party certification body
- Financial checks
- New suppliers request Form

On receipt of the completed documents, the Quality Manager assesses and grades the responses, making an informed decision about using their services. The Quality Department should receive and file documentary evidence of Certification to International Standards (ISO9001:2015, ISO14001, ISO22716, BRC, FDA, Ethical, SEDEX membership, etc.).

As part of our responsible sourcing practices, we use EcoVadis as a supplier assessment platform to analyse significant suppliers' sustainability and corporate responsibility practices and to encourage an ongoing supplier relationship based on continuous improvements.

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The EcoVadis independent assessment is one of the most renowned evaluation tools. It entails an extensive survey of suppliers' practices on environment, labour and human rights, ethics, and sustainable procurement. ELEMIS also monitors its suppliers annually.

TRAINING & RAISING AWARENESS

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to the relevant members of staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement for the financial year ending March 31st 2024. This statement was approved by the Board of Directors of ELEMIS Limited.

A handwritten signature in black ink, appearing to read "Oriele Frank".

[Name] Oriele Frank

[Position]: Co-Founder, Chief Product & Sustainability Officer

Date: 4/12/24

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