

## Modern Slavery Statement

### Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps Benefit Cosmetics UK has taken during its financial year ending 31 December 2020 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, "Modern Slavery") is not taking place in any part of its business or in its supply chains.

### Business

Benefit Cosmetics is part of the LVMH Group. Benefit sells premium and high-quality makeup products under the Benefit trademark.

.

### Policies and Practices

Benefit's commitment is to act with integrity in all its business dealings and to promote ethical conduct, to enhance compliance with applicable laws and to provide guidance with respect to business conduct. It has a number of policies that are relevant to this commitment, which set out what LVUK expects from its employees, internal business, and its external suppliers.

Key Policies are:

#### I. LVMH Suppliers' Code of Conduct (available upon request.

LVMH Group expects its suppliers to share its commitments and act in full compliance with the relevant laws, including all national, local, and international laws relating to the management of their businesses.

Benefit ensures that it requires its suppliers to seek approval before subcontracting any part of their supply chain process and approval is subject to acceptance by the subcontractor of the LV MH Suppliers' Code of Conduct and all other applicable conditions that LV Group determines.

Our Anti-modern slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

LVMH expects its employees and suppliers to engage in and promote honest and ethical conduct, comply with all applicable laws, rules and

regulations in their own area and act responsibly, with due care, competence and diligence when dealing with colleagues, customers, suppliers, agents and intermediaries.

Benefit's Ethical Charter reiterates the LVMH Code of Conduct and commitment to act to the highest standards of integrity, respect, and engagement in their behaviours and in the way that they conduct business every day, everywhere.

The Ethical Charter further states that the group companies will inform all its commercial partners of its ethical principles and expectations and will ask its suppliers to comply with the principles set out in the Suppliers' Code of Conduct. In particular, this code specifies compliance with social issues to abide, respect and adhere to the company moral and ethical values in the management of the company concerning Human Rights, working Conditions and environmental issues

### **Supplier and Contractor Due Diligence**

Benefit has been carefully reviewing its suppliers and a lot of its suppliers are carefully chosen.

Moreover, prior to engaging into any new contractual relationship with a supplier or contractor, Benefit indicates requiring suppliers and contractors to satisfy that they are complying with the Suppliers' Code of Conduct.

Benefit reserves the right to check adherence of its suppliers and contractors to the principles set out in the Suppliers' Code of Conduct and to conduct compliance audits at any time. Upon reasonable request, Benefit makes sure that its suppliers and contractors shall supply the necessary information and grant access to Benefit representatives to verify compliance with the requirements of the Suppliers' Code of Conduct. Suppliers and contractors shall further keep proper records to prove compliance with the Suppliers' Code of Conduct and provide access to complete, original, and accurate files to representatives.

Benefit shall use its reasonable endeavours to ensure that all supplier and contractor template contracts contain clauses requiring suppliers and contractors to adopt similar anti-modern slavery standards and practices.

### **Training and Awareness**

Benefit conducts regular training for its employees to ensure legal and human compliance across UK. The training enables Benefit to reduce

business risk of non-compliance through efficient processes and reliable data and reporting. All documentation, policies and updates are provided for easy access via the employee portal for all employees.

It is mandatory for all Benefit employees to familiarise themselves with this statement. It forms part of the induction training process for new employees and is available in English. Benefit's aim is to eliminate any risk of Modern Slavery in its business operations and in its supply chains.

This statement is made pursuant to Section 54(l) of the Modern Slavery Act 2015 and constitutes Benefit's slavery and human trafficking statement for the financial year ending 31 December 2020.

The Board of Directors of Benefit has approved this statement and it has been duly signed by the following director

Andrea Lansbury  
HR Director  
Benefit Cosmetics