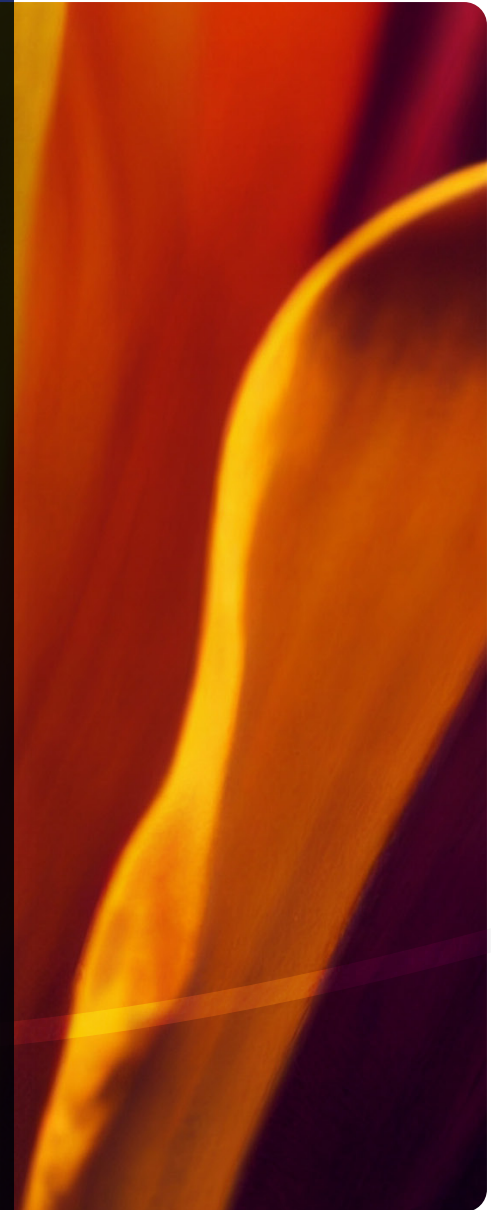


20  
23

**H&H GROUP**  
MODERN SLAVERY  
REPORT



At H&H, we protect human rights as the foundation of health and happiness and work to ensure that individuals touched by our business are granted basic rights and fundamental freedoms to which all humans are entitled. We respect and enhance human life in our workplaces.

We are committed to ensuring that all our business activities are conducted in an ethical and responsible manner.

This statement sets out our approach to preventing modern slavery in our operations and supply chain.

BioStime

Swisse

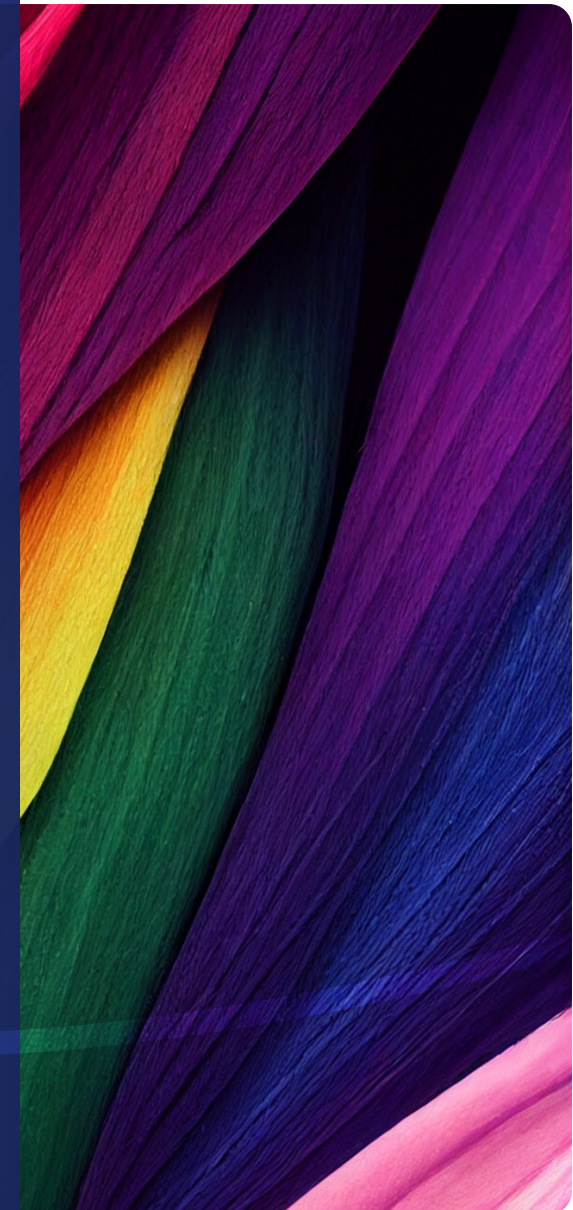
Zesty Paw

solid gold

dodie

GOOD GOÛT

AURELIA  
LONDON



## ENTITY STRUCTURE, OPERATIONS AND SUPPLY CHAIN

This Statement covers Health and Happiness (H&H) International Holdings Limited, incorporated in the Cayman Islands with limited liability (“H&H Group” or the “Group”) and its fully owned entities listed in Appendix A to this statement.

The Group is globally headquartered in Hong Kong SAR, with a second head office in London. It has been listed on the Hong Kong Stock Exchange (HKEx) since 2010 (Stock Code: 1112).

### Our Group and Brands

H&H Group is a global premium health and nutrition company. Dynamic, courageous and ambitious in our mission to make people and their pets healthier and happier, the Group strives to inspire wellness while contributing positively to the needs of society and the planet. The Group’s premium brands - Biostime, Swisse, Zesty Paws, Solid Gold, Dodie, Good Goût and Aurelia London provide nutrition and wellness solutions backed by science to the whole family (including pets). These brands are divided into three key business segments – Adult, Baby, and Pet Nutrition and Care, known as ANC, BNC and PNC. They cover the following product segments: nutritional supplements (including vitamin, herbal and mineral supplements (“VHMS”) products, paediatric probiotic and nutritional supplements, pet supplements), infant formulas and other products (including pet food, baby food and snacks, baby accessories and other skincare products).

Our Business Segments

### ADULT NUTRITION & CARE (ANC)

RMB6,144.9 million  
Revenue contribution

	<p>Vitamins, Supplements, Functional Food and Skincare</p>	
<p>AURELIA LONDON</p>	<p>Skincare and Supplements</p>	

### BABY NUTRITION & CARE (BNC)

RMB5,907.5 million  
Revenue contribution

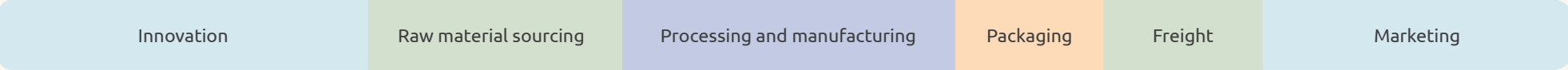
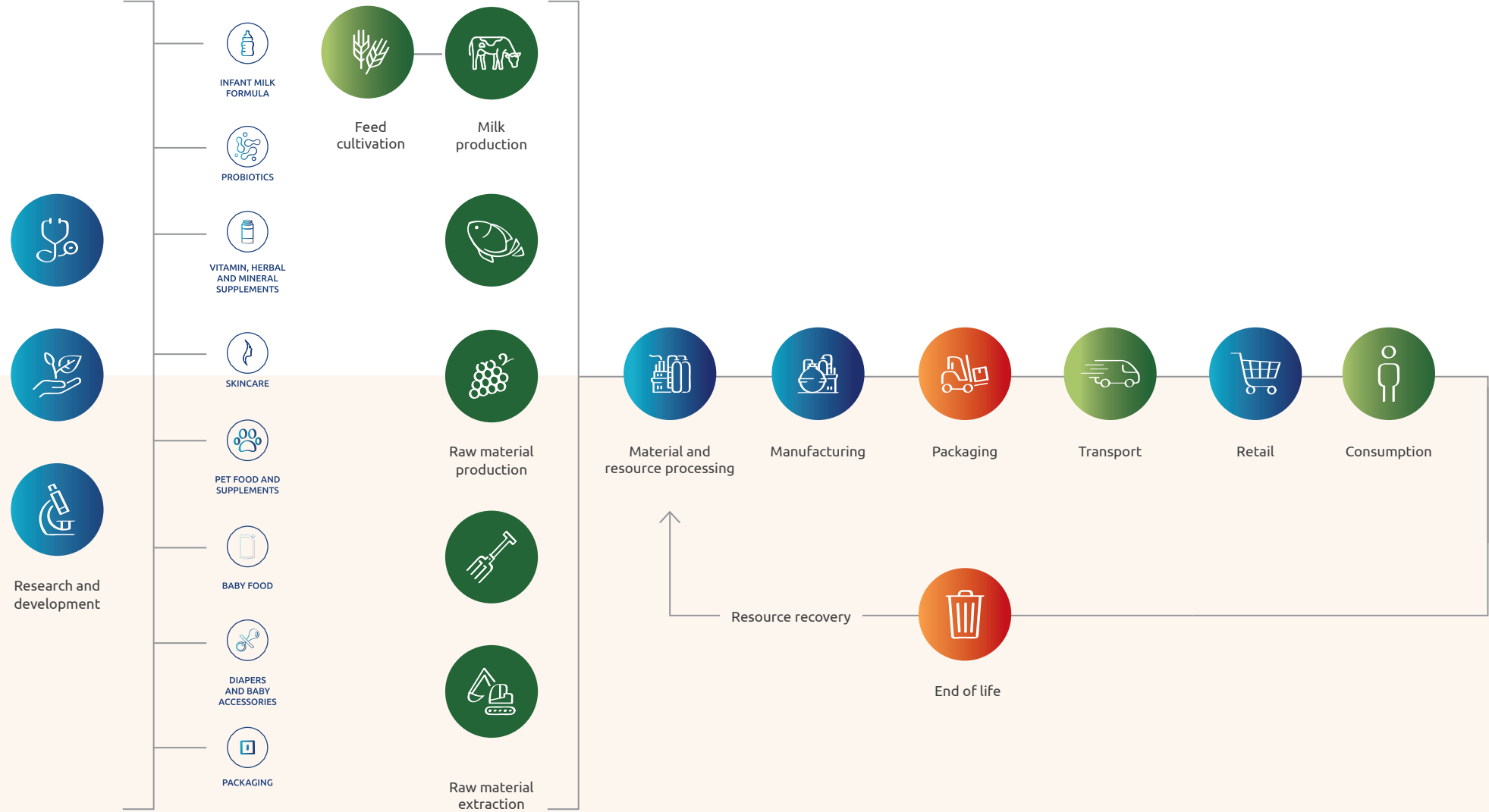
	<p>Children's Probiotics, Prebiotics, Supplements and Infant Milk Formula</p>	
	<p>Baby Bottles, Diapers, Accessories and Skincare</p>	
	<p>Organic Baby and Children's Food</p>	

### PET NUTRITION & CARE (PNC)

RMB1,874.1 million  
Revenue contribution

	<p>Dog and Cat Nutrition and Supplements</p>	
	<p>Dog and Cat Nutrition</p>	

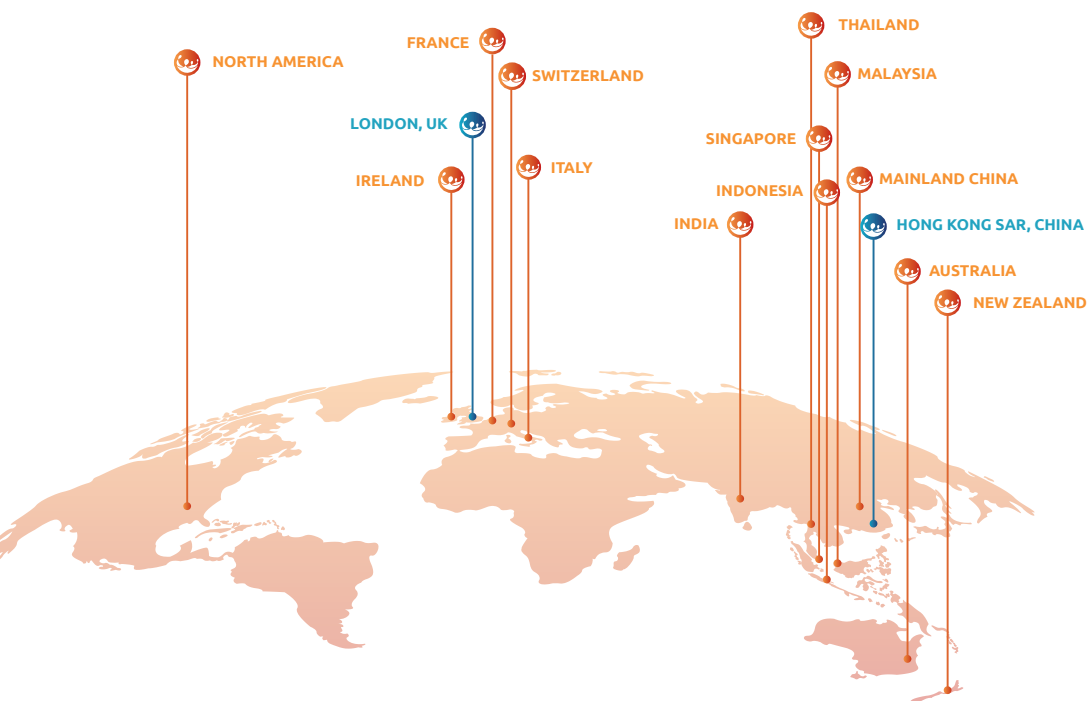
Our Value Chain




## Our Worldwide Presence and Employees

In 2023 we directly employed 3,174 team members located across 15 countries – Australia, New Zealand, Greater China, Singapore, India, Thailand, Malaysia, Indonesia, Switzerland, France, Italy, Ireland, the United Kingdom (UK), the United States (US) and Canada.

### Our team's global reach: locations at a glance



 H&H global headquarters

 H&H team members' presence

Australia and New Zealand	Mainland China	Asia excluding Mainland China	North America	Europe	Total
<b>Number of permanent employees</b>					
249 (89.9%)	2,417 (100%)	77 (98.7%)	141 (97.2%)	234 (91.1%)	3,118 (98.2%)
<b>Number of temporary employees</b>					
28 (10.1%)	0 (0%)	1 (1.3%)	4 (2.8%)	23 (8.9%)	56 (1.8%)
<b>Number of non-guaranteed hours employees</b>					
0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
<b>Number of full-time employees</b>					
248 (89.5%)	2,417 (100%)	78 (100%)	144 (99.3%)	249 (96.9%)	3,136 (98.8%)
<b>Number of part-time employees</b>					
29 (10.5%)	0 (0%)	0 (0%)	1 (0.7%)	8 (3.1%)	38 (1.2%)

### Team members

**Mainland China** 2,417 (76%)

**Australia and New Zealand** 277 (9%)

**Europe** 257 (8%)

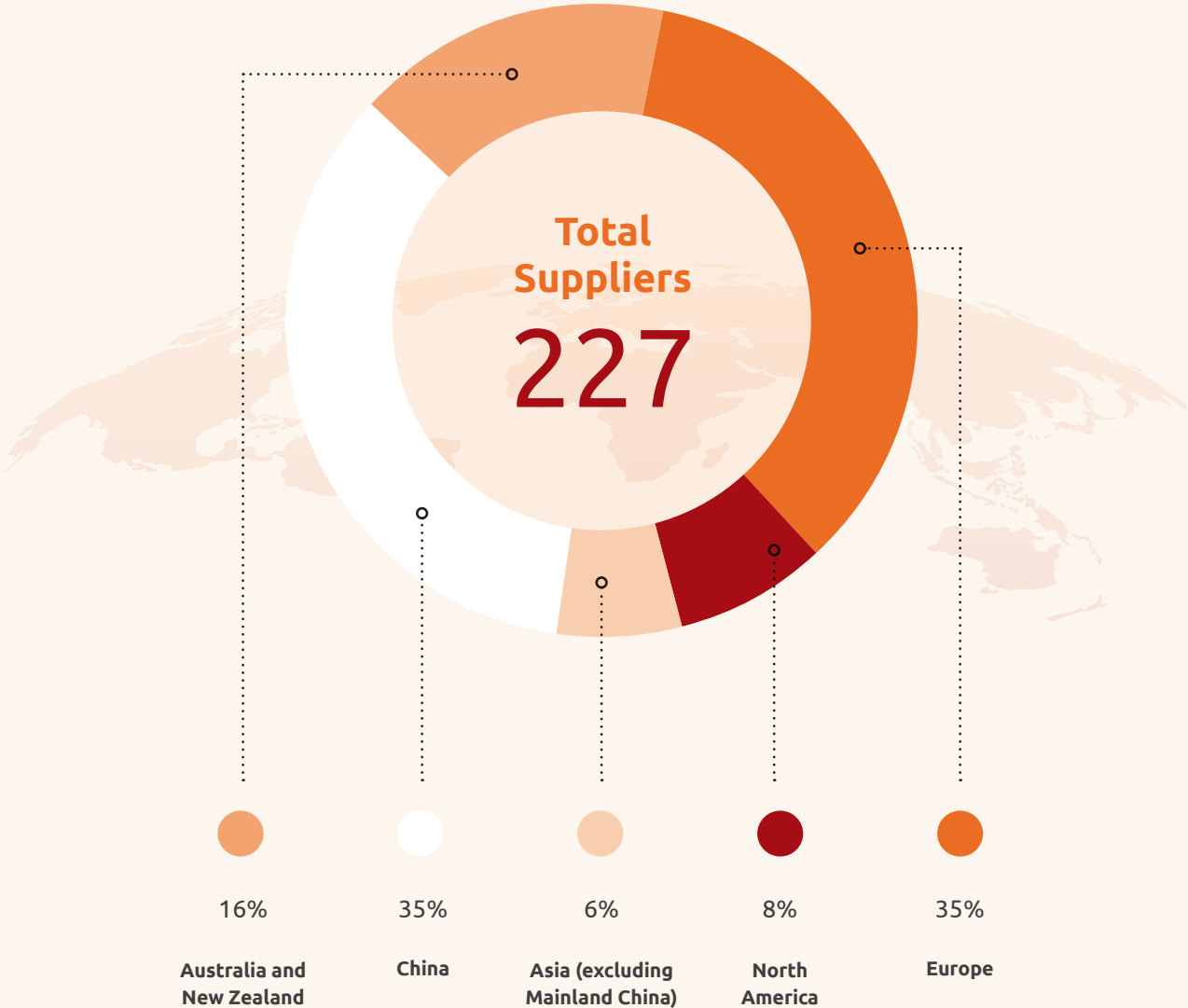
**North America** 145 (5%)

**Asia excluding mainland China** 78 (2%)

**Our Supply Chain**

Our supply chain consists of contract manufacturers and raw material, packaging, transport and logistics, and warehouse suppliers. We have direct relationships with suppliers across these categories, however our contract manufacturers manage the sourcing of many of our raw materials, and in some cases, packaging. Across our three business segments (ANC, BNC and PNC), our supply chain was comprised of 227 direct suppliers, including contract manufacturers, at the end of 2023 located in five main geographical regions (Australia and New Zealand, China, Asia excluding Mainland China, North America, Europe).

Supply Chain Governance, Relationships and Continuity is one of the Group’s most material topics, as identified by stakeholders in our most recent materiality assessment. H&H’s supply network plays a major role in the way we conduct our business and, as such, every contributor and stage of our value chain is equally important and valued.



## MODERN SLAVERY RISKS IN THE GROUP'S OPERATIONS AND SUPPLY CHAIN

Ensuring the protection of human rights and promoting fairness (Honouring Human Rights and Fairness) is one of our primary focuses within our sustainability framework, alongside Advancing the Story of Good Health, Reducing our Footprint on the Planet, and Supporting Good Governance. We firmly believe that upholding basic rights and fundamental freedoms for all individuals impacted by our business is essential to fulfill our mission.

As members of the United Nations (UN) Global Compact, we recognise the commitment we have made to the Ten Principles, including those regarding human rights and labour. In addition, our sustainability framework aligns closely with eight of the UN Sustainable Development Goals (SDGs), which we have identified as key areas where our Group can make a significant positive impact. Notably, our commitment to Honour Human Rights and Fairness directly correlates with SDG No. 8 - 'Decent Work and Economic

Growth.' Our commitment to championing human rights is also demonstrated by our role as a signatory to UN's Women's Empowerment Principles.

Regarding our internal operations, which fall within our direct control, we assess the risk of modern slavery as low. This is due to our commitment to respecting and enhancing human life in our workplaces, adhering to The Universal Declaration of Human Rights and complying with relevant local laws. Our People and Culture teams across the business units are responsible for managing employee working conditions, remuneration and wellbeing as well as compliance with relevant regulations. They are deeply committed to promoting diversity, inclusiveness, fair recruitment, employee retention and development.

However, we acknowledge the existence of human rights abuses in the industries and markets in which we operate. We recognise the possibility of such abuses extending to our supply chain, where we may not have full visibility or control. As providers of infant formula and supplement products, we are acutely aware of the need for uncompromising quality and safety standards. The sourcing of ingredients for our products often involves niche markets spanning the globe, thereby presenting unique challenges related to regulatory compliance and varying risk environments. Recognising the inherent risks,

our focus remains on strengthening our supply chain governance to ensure responsible practices among our suppliers, with a commitment to upholding human rights and promoting fairness. We prioritise establishing transparent and accountable relationships with our suppliers to minimise the potential for human rights abuses. While we currently lack complete visibility into the sourcing practices of our contract manufacturers, we continually work towards improving this aspect to enhance our understanding and mitigate associated risks. We firmly believe that safeguarding human rights and fostering fairness throughout our supply chain is a shared responsibility. By actively collaborating with our suppliers, conducting due diligence, and implementing monitoring mechanisms, we aim to foster an environment that promotes responsible behaviour and minimises the potential risk of modern slavery. Our ongoing efforts in supply chain governance align with our broader commitment to sustainable and ethical practices, ensuring that our products are produced and delivered in a manner that respects the dignity and rights of all individuals involved.



## ACTIONS WE'VE TAKEN TO REDUCE THE LIKELIHOOD OF MODERN SLAVERY

### Identifying material risks and topics

We conduct a formal comprehensive materiality assessment at least every two years, which we review on an ongoing basis as part of our daily activities and regular engagement with our internal and external stakeholders. We use our materiality assessment to identify our priority sustainability topics and ensure that our commitments and strategy are aligned accordingly. This also allows us to identify our sustainability challenges and opportunities. The assessment also informs our reporting strategy.

Our most recent materiality assessment conducted in 2022, was based on a 'double materiality' approach. According to this approach, ESG topics create risks and opportunities that are material from a financial and/or impact perspective.

In 2023, we conducted comprehensive research to assess the alignment of our materiality ESG topics with the prevailing global ESG trends and focus of industry peers. Through this process, we have determined that our materiality ESG topics remained relevant in 2023.

Our materiality assessment review ranked 'Supply Chain Governance, Relationships and Continuity' as one of our highest priority topics. 'Labour Rights and Modern Slavery' and 'Ethics, Integrity and Trust' were also topics that we identified as highly material for the Group. This demonstrates the importance of addressing modern slavery to both our internal and external stakeholders, as well as the significance of impact of these topics.

Our Board has ultimate responsibility for the risk management framework. It was involved in the materiality assessment process and validated the final set of material topics.

### Including sustainability in our governance

At H&H Group, we recognise that a robust sustainability governance structure enhances our ability to identify and respond to sustainability-related opportunities and risks. The ESG Committee, established by H&H Board of Directors, is a cornerstone in the Group's sustainability strategy and management of impacts. It is composed of Mrs. Laetitia Albertini, Non-executive Director and Committee Chairwoman, Mr. Luo Fei, Executive

## ACTIONS WE'VE TAKEN TO REDUCE THE LIKELIHOOD OF MODERN SLAVERY (Continued)

Director and Chairman of the Board and Mrs. Pascale Laborde, Chief Growth and Sustainability Officer. It is dedicated to leading the Group's sustainability strategy and tracking our commitments and targets on all ESG matters, including human rights. Even though its focus extends beyond human rights, it is set to play a critical role in our efforts to prevent modern slavery. The ESG Committee is responsible for clearly defining the Group's vision, objectives, targets, and strategies on sustainability, including human rights. It will also ensure that we better implement sustainability policies and procedures, more effectively deal with significant sustainability issues and relevant circumstances, maintain a solid grip on major trends in sustainability, properly manage the risks associated with the sustainable development of the Group, and improve the quality of sustainability information disclosure.

The ESG Committee is assisted by an ESG Working Group who supports the ESG Committee in implementing its various sustainability-focussed missions.

### Embedding the protection of human rights in our policy commitments

Our Global Human Rights Policy Statement, our H&H

Code of Conduct and our Supplier Code of Conduct set out our global standards that must be followed by our team members and suppliers.

### Global Human Rights Policy Statement

In 2023, we developed our Global Human Rights Policy Statement, highlighting our commitment to protecting human rights for all involved across our business operations. We recognise that businesses must respect and contribute to positive human rights impacts in order for our team members, shareholders, customers, business partners and communities to prosper.

The policy statement outlines our ethical conduct, compliance with laws, and support for the rights expressed in the internationally recognised human rights standards, including the Universal Declaration of Human Rights, the International Bill of Rights and the principles concerning fundamental rights set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Global Human Rights Policy Statement outlines specific areas of focus for our human rights efforts, including:

- Child Labour and Forced Labour;
- Diversity, Equity and Inclusion;
- Harassment and Discrimination;
- Safety and Health;
- Compensation and Development; and
- Freedom of Association and Collective Bargaining.

Our Global Human Rights Policy Statement is aligned with our H&H Code of Conduct and Supplier Code of Conduct, requiring our principles to be embedded throughout the entire supply chain, including our suppliers and business partners.

### Our H&H Code of Conduct

Our mission to make billions of healthy and happy people around the world starts with how we treat our people. We take our employment obligations seriously. Our H&H Code of Conduct, which refers

## ACTIONS WE'VE TAKEN TO REDUCE THE LIKELIHOOD OF MODERN SLAVERY (Continued)

to the Universal Declaration of Human Rights, states our commitment to honouring human rights, providing equal opportunities and safe working environments. We are dedicated to maintaining fair work practices and treating everyone, from our people to our external business partners, fairly, with integrity, dignity, and respect.

Our team members are expected to know and abide by laws regarding compensation, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, other benefits and welfare.

Our H&H Code of Conduct is accessible both on our corporate website ([www.hh.global/#/SustainabilityGovernance](http://www.hh.global/#/SustainabilityGovernance)) and on a dedicated portal in our Group's internal system.

### **Our Supplier Code of Conduct**

Our Supplier Code of Conduct, which refers to several authoritative intergovernmental instruments, including International Labour Organization (ILO) Standards, Fair Labor Association Code of Conduct, and the Universal Declaration on Human Rights), states our opposition to any form of slavery or trafficking of persons. It specifies that we expect our suppliers to respect and champion

human rights in all activities in accordance with the UN Universal Declaration of Human Rights. It is also our expectation that suppliers provide fair wages and working conditions to all employees (including equal pay for equal work, adequate rest periods, sufficient leave, freedom of association and collective bargaining).

The Supplier Code of Conduct applies to all direct suppliers, including upstream supply chain, raw material suppliers, manufacturing and packaging suppliers. It stipulates that it is the responsibility of direct suppliers to disseminate to their supply base, educate and exercise due diligence in implementing requirements equivalent or similar to those within the Supplier Code of Conduct.

Since its launch, we have made it mandatory that all new suppliers sign the Supplier Code of Conduct within the procurement process. Compliance with the policy is also required by the terms of our major supply agreements. Examples of the clauses we include in our standard template agreements are set out in Appendix B.



## ACTIONS WE'VE TAKEN TO REDUCE THE LIKELIHOOD OF MODERN SLAVERY (Continued)

### Responsible sourcing

#### Raw Material Sourcing Policy and assessment

We have developed strong long-term relationships with our key raw material suppliers that are world-class organisations. Through these partnerships, we focus on improving quality, reliability, and cost, while engaging in sustainable procurement practices and protecting the ecosystems from which we source our raw ingredients. We do this through cooperating with partners and suppliers that share our values regarding people and sustainability. Together, we continually look for opportunities to improve our processes to enhance the quality of our products and business performance.

Since 2019, we have administered our Raw Material Sourcing Policy, which was developed in partnership with The Sustainability Consortium (a global non-profit organisation). The policy outlines the known sustainability hotspots (i.e. activities within a product's life cycle that are identified as having a substantial environmental or social impact) that lie in our supply chain for the different types of ingredients that we source for our products. Some of the known sustainability hotspots for our industry notably include: health and safety in relation to chemicals used in the production process; biodiversity risk; and human rights violation risks.

We have developed a systematic process to assess environmental, social and animal welfare risks associated with our sourced raw materials. Our objective is to address and mitigate these risks within our current existing ingredient portfolio and as part of the 'stage-gate' process of new product developments. We have categorised our ingredients into high, medium, or low environmental and social risk levels and implemented mitigation plans accordingly.

A comprehensive checklist was created for the raw material risk assessment process. It includes enquiries about the origin, processing, and packaging of our raw materials, along with requests for supporting documentation. This ensures that our contract manufacturers and packaging or raw material suppliers are aware of, and appropriately addressing, any environmental, social or animal welfare risks associated with their ingredients. The raw material risk assessment process has allowed us to have more control and visibility over our supply chain.

Initially developed for the ingredients sourced for Swisse Australia manufacturing, we have extended this risk assessment to our BNC products and plan to do the same for our PNC products.

At the end of 2023, we had assessed the environment and social risks of 90% of the raw materials (by spend

and volume) sourced for our Swisse Australian range. All these ingredients have been approved and deemed compliant with our Raw Material Sourcing Policy.

#### Palm oil sourcing

In 2023, we established a Sustainable Palm Oil Policy for our procurement team and built a dedicated roadmap to drive progress towards sustainable palm oil sourcing. We implemented a three-step responsible sourcing approach policy focusing on our BNC (infant milk powder) and PNC categories, where palm oil is used:

- ensuring supplier accountability: we screened our current sourcing of palm oil by requesting our suppliers for traceability and transparency on the palm oil they purchase for our products;
- taking part in global collaboration: we are committed to joining the Roundtable on Sustainable Palm Oil (RSPO) as a member in 2024;
- transitioning to sustainably certified palm oil by purchasing only RSPO-certified palm oil, in order to minimise the negative impact of palm oil production on the local environment, wildlife and communities and improve the workers and farmers' working conditions.



## ACTIONS WE'VE TAKEN TO REDUCE THE LIKELIHOOD OF MODERN SLAVERY (Continued)

### Supply systems due diligence / H&H suppliers sustainability assessment

We follow a formal process for carrying out due diligence across our direct suppliers. This process covers contract manufacturers and direct suppliers of raw materials, packaging, transport, logistics, and warehouse services. Its aim is to ensure responsible practices among our direct suppliers and drive sustainability progress across our entire value chain. This process involves the utilisation of our H&H Suppliers Sustainability Survey, that was developed in collaboration with SupplyShift, a leading cloud-based platform for end-to-end supply chain data management, responsible sourcing, and supplier engagement. The sustainability assessment is specifically tailored to address the material environmental and social topics identified within the industries we operate, with a particular focus on The Sustainability Consortium's Thesis Industry hotspots relevant to our product categories. The survey covers a wide range of themes, including governance, general corporate social responsibility (CSR) commitments and actions, social and labour policies and initiatives (including human rights and modern slavery topics such as child labour or forced labour), health and safety, environmental policies and initiatives, and supply chain management.

This comprehensive annual assessment enables us to identify high-risk or low-performing direct suppliers, analyse our suppliers' sustainability profile, and work with them to improve their ESG performance.

### B Corp journey

In the process of becoming B Corp certified, H&H has adopted guidance on benchmarks, standards and practices from the workers and community sections related to supply chains of the B Corporation Impact Assessment in line with our ambition for the whole Group to achieve B Corp by 2025. The assessment covers topics such as freedom of association, collective bargaining, child labour, forced labour, migrant workers, wages, health and safety and diversity and inclusion as well as other environmental, social and governance practices.

In 2023, we achieved a momentous milestone as five of our entity groups – H&H China, H&H Australia and New Zealand, H&H North America, H&H France, and H&H UK, representing 81.6% of our revenues and covering 95%2 of our team members – achieved B Corp certification. This accomplishment not only reflects our commitment to creating shared value but also reinforces our accountability to both people

## ACTIONS WE'VE TAKEN TO REDUCE THE LIKELIHOOD OF MODERN SLAVERY (Continued)

and the planet. This certification marks a critical step towards our Group-wide certification and

signifies a new stage in our ongoing dedication to making a positive impact on people, society, and the planet. It demonstrates our commitment to act on climate change, support communities, drive innovation, and foster a diverse and inclusive workforce.

### Whistleblower system

Our Whistleblower Protection Policy outlines the multiple whistleblowing channels available to all team members and business partners, including our supply chain. It also outlines our measures to protect whistleblowers, to encourage those to report in good faith without fear of any reprisal or retaliation.

All team members, service providers and business partners are encouraged to utilise our whistleblower reporting platform 'HH Speak Up' to report any misconduct related to fraud, bribery, corruption, abuse of influence, conflict of interest, theft, marketing practices non-compliant with our BMS Policy or any other unethical behaviours or misconduct.

'HH Speak Up' has been functioning well since its introduction in 2019. The platform is managed by external provider Deloitte to guarantee the confidentiality of the reporting and prevent any communication distortion. The platform is available to all team members, suppliers, and retailers across regions on a 24/7 basis, through multiple reporting channels, such as an official website, telephone number and email contacts, with each channel adapted to H&H's operating countries. Our website gives all relevant information and details to use our 'HH Speak Up' platform, ensuring wide access to this reporting system.

Since 2019, we have publicly disclosed the number of cases raised through the HH Speak Up channel. We will continue to transparently share with our stakeholders any cases of suspected or actual breaches of either our internal or external policies and standards in our annual Sustainability Reports published on our H&H Group website (<https://www.hh.global/#/SustainabilityReporting>).

### Transparency and reporting

In our annual Sustainability Report we disclose the elements of our supply chain and our current performance in building supply chain transparency and governance into our systems.

We do this in line with both the Global Reporting Initiative (GRI) Standards as well as the requirements of Appendix C2 of the Hong Kong Stock Exchange Listing Rules for the reporting period.

We use international frameworks and indexes to identify where our risks lie in our supply chain and are benchmarked on several external indexes and assessments.

## ACTIONS WE'VE TAKEN TO REDUCE THE LIKELIHOOD OF MODERN SLAVERY (Continued)

### 2023 progress

In 2023, we continued to progress on our journey to full transparency and governance over our complex supply chain across our portfolio of products, including:

- continuing our Supplier Code of Conduct roll out with suppliers;
- engaging and training the sustainability, sourcing and procurement team members on the H&H Sustainability Suppliers Assessment and the raw material sourcing policy and assessment;
- engaging more suppliers (in value) in our 2023 H&H Sustainability Suppliers Assessment;
- undertaking due diligence on high spend direct suppliers with areas for improvement.

### As at the end of 2023:

- 132 suppliers (representing 98% of our supply chain spend) actively took part in our sustainability assessment and were assessed on their 2023 sustainability performance via our H&H Suppliers Sustainability Survey:
  - ✓ **100% of assessed suppliers adhere to our Supplier Code of Conduct or agreed equivalent;**
  - ✓ **92% of assessed suppliers confirmed their employees are free to join or form trade unions or worker organisations of their own choosing if permitted by law;**
- we assessed the environment and social risks of 90% of the raw materials (by spend and volume) sourced for our Swisse Australian range. All these ingredients have been approved and deemed compliant with our Raw Material Sourcing Policy;
- we engaged dialogue with our high spend suppliers with areas for improvement on their sustainability practices in the context of our due diligence exercise.

## ACTIONS WE'VE TAKEN TO REDUCE THE LIKELIHOOD OF MODERN SLAVERY (Continued)

We attach great importance to partnering with suppliers who are in line with our sustainability and human rights values. If we become aware of any human rights alerts regarding our suppliers, whether through our annual assessments, our whistleblowing platform, or other channels, we conduct a thorough analysis and due diligence on the supplier in question. We engage in open discussions with the supplier and carefully examine any independent social audits, preferably SMETA (Sedex Members Ethical Trade Audit) audits, that they have undertaken. Our approach centres around fostering constructive dialogue and providing support to suppliers in improving their practices.

We offer guidance, recommendations, and resources to facilitate meaningful enhancements. However, we maintain a strong sense of accountability throughout the process. If a supplier fails to make substantial improvements within the agreed timeframe, and if their poor performance also impacts our business operations, we may consider various measures such as restricting business allocation or exploring alternative partnerships.

We will continue to collaborate with our supply chain to improve its transparency and ensure it is operating responsibly and honouring human rights and fairness.

Other meaningful achievements in 2023 include:

- being certified Great Place to Work in five of our regions including, Australia and New Zealand, the United Kingdom, North America, Italy and France;
- achieving B Corp certification for 5 H&H entity groups, representing 81.6% of H&H global sales and 95% of H&H team members;
- developing our Global Human Rights Policy Statement, highlighting our commitment to protecting human rights for all involved across our business operations.





## MEASURING THE EFFECTIVENESS OF OUR ACTIONS TO REDUCE THE LIKELIHOOD OF MODERN SLAVERY

To ensure the ongoing effectiveness of our efforts in reducing the likelihood of modern slavery, we employ a comprehensive and multi-faceted approach. This approach involves various initiatives such as stakeholder engagement, supplier sustainability assessments, ESG ratings, compliance with reporting standards and frameworks, and our pursuit of B Corp certification.

These measures enable us to continuously monitor our progress on relevant material topics, including 'Supply Chain Governance, Relationships, and Continuity', 'Labour Rights and Modern Slavery', and 'Ethics, Integrity, and Trust' and track the impact of the measures taken to enhance our performance. Informed by those metrics and in line with the sustainability strategy developed by the Board and the ESG Committee, we set commitments for the Group, accompanied by action plans and objectives for senior executives and managers responsible for driving relevant projects. We regularly monitor the progress of these commitments and goals in collaboration with the respective senior executives and their teams.

The ESG Committee, established to manage the risks associated with the Group's sustainable development, plays a vital role in monitoring our economic, social, and environmental impacts. Over its first year, the ESG Committee has demonstrated its instrumental role in adopting our sustainability commitments, which guide our organisation's efforts in addressing key material issues. Notably, the committee has played a pivotal part in adopting a comprehensive approach to diversity, equity, and inclusion,

emphasising our dedication to fostering an inclusive and equitable work environment.

As part of our commitment to transparency and accountability, we have publicly stated our intention to become a B Corp by 2025. This declaration sets the tone for our suppliers and partners, communicating our expectations and requirements for collaboration. Additionally, it reaffirms to our employees, at all levels, that our Group remains dedicated to our founding mission of promoting the health and happiness of people and their pets, with a paramount focus on the well-being and safety of all individuals impacted by our business.



## CONSULTATION AND APPROVAL

This Statement is jointly submitted by H&H Group and the entities listed in Appendix A, which it controls. We have taken an integrated approach to addressing modern slavery risks and operate under a common set of governance policies and programs. There has been significant consultation and collaboration between our entities and people to prepare this Statement, including within the Sustainability, People and Culture, Procurement, Supply, Legal and Group Communications functions.

The Statement was approved for and on behalf of the Group by the Board of Directors of Health and Happiness (H&H) International Holdings Limited on 21 June 2024.

FEI LUO  
Executive Director, Chairman of the Board

## APPENDIX A – LIST OF H&H GROUP ENTITIES INCLUDED IN THIS STATEMENT

Health and Happiness (H&H) China Limited	Mainland China	Health and Happiness (H&H) Hong Kong Limited	Hong Kong
Biostime (Guangzhou) Health Products Limited	Mainland China	New H2 Limited	Hong Kong
Dodie Baby Products Inc. (Guangzhou)	Mainland China	Swisse China Limited	Hong Kong
Biostime (Changsha) Nutrition Foods Limited	Mainland China	Health and Happiness (H&H) Singapore PTE. Limited	Singapore
Guangzhou Hapai Information Technology Co., Ltd.	Mainland China	Health and Happiness (H&H) (Thailand) Co., Ltd	Thailand
Guangzhou Mama100 E-commerce Co., Limited	Mainland China	Health and Happiness (H&H) Trading India Private Limited	India
Health and Happiness (H&H) Hainan Nutrition Products Limited	Mainland China	PT Health and Happiness Indonesia	Indonesia
Swisse Wellness (Guangzhou) Limited	Mainland China	Health and Happiness (H&H) Taiwan Limited	Taiwan
Farmland Dairy Pty Ltd.	Australia	Health and Happiness (H&H) Malaysia sdn.bhd.	Malaysia
Swisse Wellness Pty Ltd.	Australia	Health and Happiness (H&H) Vietnam Company Limited	Vietnam
S W Translink Packaging Pty Ltd.	Australia	H&H Group DMCC	United Arab Emirates
Swisse Wellness Group Pty Ltd	Australia	Health and Happiness France Holding	France
SWG Holdco Pty Ltd	Australia	Health and Happiness France	France
SW International Pty Ltd	Australia	Biostime Pharma	France
SW Production Holdings Pty Ltd	Australia	Health and Happiness (H&H) Italy S.R.L	Italy
Health and Happiness (H&H) Australia Pty Ltd	Australia	Health and Happiness (H&H) UK Limited	United Kingdom
Biostime Healthy Australia Pty Ltd	Australia	Health and Happiness (H&H) Research Limited	Ireland
Biostime Healthy Australia Holdings Pty Ltd	Australia	Health and Happiness (H&H) LLC	America
Biostime Healthy Australia Investment Pty Ltd	Australia	Solid Gold Pet, LLC	America
Swisse Wellness Pty Limited	New Zealand	Zesty Paws, LLC	America

## APPENDIX B – SAMPLE CLAUSES

### Sample clause in Supply Agreements and other long form agreements:

1. Business Ethics Legislation means any laws, regulations, rules, international treaty signed by any government authority or stock exchange rules applicable to the Company in relation to:
  - (a) Labour, immigration or prohibition of illegal work (including the use of child labour, or forced or compulsory labour);
  - (b) environment protection and sustainable development;
  - (c) fundamental human rights;
  - (d) animal welfare;
  - (e) occupational health and safety;
  - (f) trade, import and export licenses and customs;
  - (g) financial criminal offences, including corruption, fraud, theft, misuse of corporate funds, counterfeiting, forgery and the use of forgeries;
  - (h) anti-money laundering;
  - (i) embargos, drugs and weapons trafficking, terrorism; and
  - (j) regulation of competition.
2. Ethics, Environmental and Social Responsibility
- 2.1 The Supplier acknowledges that it has been made aware of, and agrees to act consistently with, H&H Group's commitments in the area of ethics and sustainable development, to advance the story of good health, reduce our footprint on the planet and honour human rights and fairness as set out in our

Supplier Code of Conduct and Raw Material Sourcing Policy, as amended from time to time and provided by H&H Group.

- 2.2 The Supplier represents and warrants to H&H Group that:
  - (a) for a period of two (2) years immediately preceding the date of this Agreement it has complied with the Business Ethics Legislation; and
  - (b) it will comply with the Business Ethics Legislation during the Term.
- 2.3 The Supplier must:
  - (a) ensure that its employees, suppliers and subcontractors comply with this clause in connection with [insert what is being provide under the relevant agreement, i.e. Services or Products or broadly speaking this Agreement]; and
  - (b) notify H&H Group immediately in writing of any and all violations of this clause, providing full details of each such violation.
- 2.4 If H&H Group reasonably believes that any requirement of this clause may have been breached, H&H Group may require the Supplier to provide, and the Supplier must provide, evidence that it has rectified the breach and is currently in compliance with the requirements of this clause. If the Supplier fails to provide such evidence and/or H&H Group reasonably believes that the Supplier is still in breach of this clause, H&H Group may:
  - (a) request the Supplier to provide, and the Supplier must provide, all reasonable assistance to facilitate the undertaking of any audit by an independent auditor

appointed by H&H Group to verify compliance with this clause; or

(b) suspend or terminate this Agreement in accordance with clause [insert] for breach of this clause.

### Sample clause in short form/short term agreements:

3. Ethics, Environmental and Social Responsibility
- 3.1 The Company acknowledges that it has been made aware of, and agrees not to act inconsistently with, H&H Group's commitments in the area of ethics and sustainable development, to advance the story of good health, reduce our footprint on the planet and honour human rights and fairness as set out in our Supplier Code of Conduct and posted on the website <https://hh.global/ourimpact>.
- 3.2 The Company represents and warrants to H&H Group that it will:
  - (a) comply with any laws, regulations, rules or international treaty signed by any government authority applicable to the Company in relation to corporate social responsibility;
  - (b) ensure that its employees, suppliers and subcontractors comply with this clause in connection with [insert what is being provide under the relevant agreement, i.e. Services or Products or broadly speaking this Agreement]; and
  - (c) notify H&H Group immediately in writing of any and all violations of this clause, providing full details of each such violation.

H&H Group

Biostime

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