

ADOREBEAUTY

— GROUP —

Modern Slavery Statement **FY25**

CONTENTS

01 Reporting and Consultation	1
02 From the CEO of Adore Beauty	2
03 Modern Slavery Statement Overview	3
04 Adore Beauty's Structure, Operations & Supply Chains	4
05 Risks of Modern Slavery in our Operations and Supply Chains	6
06 Actions taken to reduce our Modern Slavery Risks	7
07 Assessing the effectiveness of our actions	8

Adore Beauty acknowledges the Woiwurrung language group of the Eastern Kulin Nations as the Traditional Owners of the land on which its Head Office and Customer Fulfilment Centre operate. The company extends this respect to all First Nations peoples across Australia and recognises their enduring connection to Country.

01. REPORTING AND CONSULTATION

This Modern Slavery Statement has been prepared by Adore Beauty Group Limited (ABN 78 636 138 988) and its controlled entities (together, the Group), covering the period 1 July 2024 to 30 June 2025 (FY25).

Throughout FY25, Adore Beauty conducted structured and ongoing consultation across our operations and supply chains to ensure a unified and transparent approach to modern slavery risk management. Consultation took place between Adore Beauty Group Limited and each of its owned and controlled entities through the following processes:

- Regular engagement between business leaders, compliance specialists, and operational teams across Australia and overseas, to discuss risk identification, assessment and mitigation strategies.
- Modern Slavery Working Group meetings, composed of senior staff from across the Group and supported by external compliance advisors, ensuring that the perspectives of each controlled entity informed the content of this statement.
- Information sharing and awareness sessions, which outlined the Group's modern slavery obligations, clarified expectations for suppliers and subsidiaries, and monitored the implementation of due diligence measures.

This collaborative approach ensured that the modern slavery risks associated with each controlled entity were appropriately identified, assessed and addressed, and that all entities within the Group were aware of their responsibilities under the Act.

Following this process, feedback on our draft statement was sought from key members of the leadership team and incorporated into the final version. The statement was then submitted to the Board for formal review and approval prior to submission.

In accordance with section 13 of the Modern Slavery Act 2018 (Cth), this statement was approved by the Board of Adore Beauty Group Limited, as the principal governing body of the Group, on November 21st 2025. It was subsequently signed by Sacha Laing, Chief Executive Officer as a responsible member of the Board, confirming the accuracy and completeness of the information contained herein.

References to 'our' and 'we' in this statement refer to Adore Beauty Group Limited.

02. FROM THE CEO OF ADORE BEAUTY

During FY25, Adore Beauty continued to strengthen its approach to managing modern slavery risks across its operations and supply chains. Work focused on improving visibility over supplier practices, refining governance processes, and integrating ethical sourcing principles into day-to-day operations.

Oversight was provided by our Modern Slavery Working Group, which guided supplier risk reviews, training programs, and any required updates to internal policies such as the Modern Slavery Code of Conduct, Ethical Sourcing Principles, and Supplier Remediation Guidelines. These frameworks support Adore Beauty's efforts to align with current regulatory expectations and recognised good practice.

Training and awareness activities were maintained throughout the year to support employee understanding of modern slavery risks and appropriate escalation pathways. Our electronic Trade Partner Review process also continued to provide insights into supplier practices, helping to identify areas for further engagement and due diligence.

Modern slavery remains a complex and evolving issue. Adore Beauty will continue to review and adjust its approach to support transparency, responsible sourcing, and respect for human rights across its operations and supply chains.



Sacha Laing
Chief Executive Officer

03. MODERN SLAVERY STATEMENT OVERVIEW

To comply with the Modern Slavery Act 2018 (Cth), Adore Beauty is required to address the following criteria in this modern slavery statement:

1. Identify the Reporting Entity

Adore Beauty must clearly identify the entities covered by this statement, including any subsidiaries or controlled entities. This has been done on page 1 of this statement.

2. Describe the Structure, Operations, and Supply Chains

A description of Adore Beauty's structure, operations, and supply chains is provided on page 4 of this statement.

3. Describe the Modern Slavery Risks

We must outline the specific risks of modern slavery practices within Adore Beauty's operations and supply chains. This has been done on page 6 of this statement.

4. Actions to Address Modern Slavery Risks

Adore Beauty is required to describe the steps we have taken to assess and address modern slavery risks. This has been done on page 7 of this statement.

5. Assessing the Effectiveness of Actions

We need to explain how we assess the effectiveness of the actions we have taken to address our modern slavery risks. This has been done on page 8 of this statement.

6. Describe the Process of Consultation

Our consultation process is described on page 1 of this statement.

04. ADORE BEAUTY'S STRUCTURE, OPERATIONS AND SUPPLY CHAINS

4A. OUR STRUCTURE AND OPERATIONS

Adore Beauty Group Limited (ABN 78 636 138 988) is an Australian-based beauty and wellness retailer and the parent company of the Adore Beauty Group, which includes its controlled entities. The Group operates from its head office in Southbank, Victoria, supported by a fulfilment centre in Keilor Park. These facilities enable end-to-end management of retail and logistics operations across Australia and New Zealand.

Adore Beauty's business model combines e-commerce and physical retail, offering a connected shopping experience through its online platform and growing store network. In FY25, new stores were opened in Victoria, Western Australia and New South Wales, while digital systems were enhanced to improve customer access and operational efficiency.

The Group's operations span retail, digital innovation and content-driven engagement, providing a curated range of beauty and wellness products supported by expert advice and customer education. Our workforce is primarily based in Australia, with employees and contractors across corporate, warehouse, technology, marketing and customer service functions.

Our acquisition of iKOU Holdings Pty Ltd during FY25 broadened Adore Beauty's presence in the sustainable skincare and wellness segments. Governance and compliance frameworks continue to guide business conduct, workplace safety and respect for human rights, forming the foundation of Adore Beauty's responsible management and continuous improvement approach.

4B. OUR BEAUTY & WELLNESS PRODUCTS

Adore Beauty offers a wide range of beauty, skincare, wellness and personal care products designed to meet diverse customer needs. Products are sourced through authorised distributors and manufacturing partners that meet Adore Beauty's quality and compliance standards.

The range spans skincare, haircare, makeup, fragrance, bath and body, wellness, and oral care. This includes items such as cleansers, serums, sunscreens, hair treatments, styling tools, cosmetics, perfumes, candles, body care products, supplements and oral hygiene essentials.

Adore Beauty's portfolio reflects its focus on providing trusted, high-quality options that align with changing consumer expectations. The product range includes vegan, cruelty-free, and clean beauty formulations, as well as products suited to different customer groups, including men and younger consumers.

The integration of iKOU further expanded our presence in sustainable skincare, body care and wellness products. Adore Beauty also continues to develop owned and exclusive brands, maintaining oversight of product safety, quality and governance standards.

4C. SERVICES THAT SUPPORT ADORE BEAUTY'S OPERATIONS

Adore Beauty's operations are supported by a network of essential services that maintain efficiency, safety and customer satisfaction across our head office, fulfilment centre, retail stores and online platform. These services enable the coordination of people, systems and partners, contributing to the smooth delivery of products and services across Australia and New Zealand.

Key operational services include freight and logistics, customer service, cleaning and maintenance, information technology, marketing, finance, human resources, facilities management, procurement, legal and compliance, health and safety, security, training, and sustainability management.

Most of our service providers are based in Australia, with some international partners supporting specialist functions such as technology, marketing and logistics. These relationships form part of Adore Beauty's broader operational structure and are managed through internal governance and supplier review processes designed to ensure consistency, efficiency and accountability across all areas of operation.

05. RISKS OF MODERN SLAVERY IN OUR OPERATIONS AND SUPPLY CHAINS

Adore Beauty recognises that modern slavery risks can occur in both product supply chains and the services that support business operations. While Australia's regulatory framework provides strong labour protections, offshore manufacturing and service arrangements can involve higher exposure to exploitation risks. Adore Beauty reviews these areas through its supplier engagement and governance processes to identify and address potential concerns where practicable.

SUPPLY CHAIN RISKS

Modern slavery risks within the global beauty and wellness industry are often linked to the sourcing of raw materials, manufacturing and packaging. Many suppliers obtain finished goods from international manufacturers, where visibility beyond Tier 1 may be limited. This can make tracing labour practices at the raw-material stage difficult.

Higher-risk areas include materials such as mica, palm oil, shea butter, cocoa butter and argan oil, which are sometimes sourced from countries with weaker regulation and informal labour markets. Extraction and processing activities in such regions can rely on low-paid or uncontracted workers, including women and children, often without adequate safety measures. Complex, multi-tiered supply chains further increase the difficulty of identifying potential forced or child labour risks.

Adore Beauty's position as a retailer and distributor means traceability over raw materials is constrained. However, our supplier reviews and engagement with brand partners continues to support improved transparency and responsible sourcing practices.

SERVICE-RELATED RISKS

Certain services that support Adore Beauty's operations can also present modern slavery risks, particularly where labour is outsourced or offshore. While most services are provided within Australia under established employment laws, risks can arise in sectors with subcontracted or temporary labour.

Relevant service categories include freight and logistics, cleaning and facilities management, labour hire and recruitment, IT and digital support, and marketing and creative services. Risks in these areas may relate to underpayment, excessive hours, recruitment fees, or insecure working arrangements.

Adore Beauty continues to monitor these areas through its internal oversight processes and supplier review mechanisms, with a focus on transparency, due diligence, and responsible business conduct.

06. ACTIONS TAKEN TO REDUCE OUR MODERN SLAVERY RISKS

Adore Beauty continues to refine its approach to identifying and managing modern slavery risks across its operations and supply chains. Managing these risks is an ongoing process that relies on collaboration, transparency and continuous improvement.

Oversight of this work sits with Adore Beauty's Modern Slavery Working Group, which brings together representatives from procurement, operations and governance, supported by internal and external expertise where needed. The group helps maintain visibility over key risk areas, integrate modern slavery considerations into sourcing decisions and promote accountability across the business.

Modern slavery awareness training is provided to relevant employees to help them recognise potential risks and understand how to respond appropriately. This includes guidance on identifying indicators of exploitation and escalation pathways for raising concerns. Refresher materials are available to support continued learning and awareness.

Through our Trade Partner Review process, Adore Beauty collects and reviews information about suppliers to better understand sourcing practices and governance systems. This process supports informed engagement with suppliers and helps identify where further due diligence or dialogue may be appropriate.

Adore Beauty seeks to work with reputable suppliers and service providers that demonstrate sound labour and governance standards. Modern slavery risk indicators are considered when engaging new partners or renewing contracts, particularly in higher-risk product or service categories. The Modern Slavery Working Group continues to oversee these activities, focusing on traceability, supplier awareness, and the use of effective grievance mechanisms.

Addressing modern slavery risks requires sustained effort across all parts of the business and its partnerships. Adore Beauty continues to review and strengthen systems that support ethical sourcing and responsible business conduct.

07. ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Adore Beauty continues to develop its approach to identifying and managing modern slavery risks within its operations and supply chains. Oversight of these activities is maintained through the Modern Slavery Working Group, which brings together representatives from key business areas to coordinate risk management, supplier engagement, and governance initiatives.

Engagement with suppliers occurs through the Trade Partner Review process, which helps Adore Beauty understand supplier practices and identify areas for further dialogue or improvement. Supplier documentation, including policies and audit outcomes, is reviewed where available to assess alignment with Adore Beauty's expectations and inform ongoing engagement priorities.

Reporting and grievance channels, including a confidential whistleblower process, provide a means for employees, suppliers, and stakeholders to raise concerns safely. Any feedback from these mechanisms will support our continuous refinement of internal processes.

Modern slavery awareness training remains a core component of Adore Beauty's modern slavery program. Relevant employees receive guidance on identifying potential risks and escalation procedures, supported by ongoing access to refresher materials and resources.

External compliance specialists continue to provide advice on evolving regulatory expectations and good practice in modern slavery governance. Their insights support the Working Group's review of internal systems and its focus on traceability, supplier training, and grievance mechanisms.

Regular meetings of the Modern Slavery Working Group ensure that actions and progress are reviewed and that areas requiring additional attention are identified. Adore Beauty continues to build on these systems to maintain a practical and proportionate approach to ethical sourcing and responsible business conduct.