

**WRITTEN RESOLUTIONS OF THE
MANAGEMENT BOARD
OF ENERGIZER INTERNATIONAL GROUP B.V.**

THE UNDERSIGNED:

1. Ms. Korina I. Gabrielson (Director A);
2. Ms. Hannah H. Kim (Director A);
3. Mr. Cornelis H. F. D. Karssen (Director B); and
4. Intertrust (Netherlands) B.V., a private company with limited liability (*besloten vennootschap met beperkte aansprakelijkheid*) incorporated under the laws of the Netherlands, having its seat (*statutaire zetel*) in Amsterdam, the Netherlands and its business address at Prins Bernhardplein 200, 1097 JB Amsterdam, the Netherlands, registered with the trade register of the Dutch Chamber of Commerce under file number 33144202 (Director B);

each a managing director and jointly constituting – and acting as – the board of managing directors (*bestuur*) (the **Board**) of **Energizer International Group B.V.**, a private company with limited liability (*besloten vennootschap met beperkte aansprakelijkheid*) incorporated under the laws of the Netherlands, having its seat (*statutaire zetel*) in Amsterdam, the Netherlands and its business address at Prins Bernhardplein 200, 1097 JB Amsterdam, the Netherlands, registered with the trade register of the Dutch Chamber of Commerce under file number 76829987 (the **Company**).

WHEREAS:

- A. pursuant to article 18.3 of the Company's articles of association (*statuten*) (the **Articles of Association**), resolutions of the Board may also be adopted in writing without holding a meeting, provided that all members of the Board agree to this method of decision-making and express their opinion on the proposal in writing;
- B. in accordance with the Commonwealth of Australia's Modern Slavery Act 2018 (the "Australian Act"), certain subsidiaries of the Company, including Energizer Australia Pty. Ltd. and its subsidiary, Energizer Auto Australia Pty Ltd. (collectively, the "Australian Entities"), are required to prepare, sign and publish a modern slavery statement for each financial year;
- C. in accordance with the United Kingdom's Modern Slavery Act 2015 (the "UK Act"), which requires the Board of Directors of every company meeting certain criteria set out in the Section 54 of the UK Act to approve an annual public statement regarding the actions that the company has taken to ensure its businesses and supply chains are slavery free (or in the alternative, acknowledge that the company has taken no such actions), and the Company and/or certain of its subsidiaries, including Custom Accessories, Europe, Limited (UK), Energizer UK Limited (and its subsidiaries)

and Energizer Australia Pty. Ltd. (collectively, the “UK Entities,” and together with the Australian Entities, the “Entities”), meet such criteria; and

- D. Energizer Holdings, Inc. has adopted an anti-slavery statement and the Board has been asked to approve the statement set forth on **Annex A**, with such changes as may be necessary or appropriate, to these resolutions (the “Statement”) on behalf of the Entities to reflect compliance with both the Australian Act and the UK Act for the fiscal year ending September 30, 2021.

HEREBY CONFIRMS:

that all directors have reviewed the Statement.

HEREBY RESOLVES:

that the Statement set forth on **Annex A** is hereby approved and may be signed by an authorized director of the Company on behalf of the Entities and published as appropriate and in compliance with the Australian Act and the UK Act.

(signature page to follow)

This board resolution may be executed in any number of counterparts.

SIGNED on behalf of:

DocuSigned by:

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Ms. Korina I. Gabrielson
Title: Director A
Date: July 13, 2021
Place: St. Louis, MO, USA

DocuSigned by:

6EB93ECD53354B3...
Ms. Hannah H. Kim
Title: Director A
Date: July 13, 2021
Place: St. Louis, MO, USA

DocuSigned by:

E2F7472246CB4D2...
Cornelis H. F. D. Karssen
Title: Director B
Date: July 20, 2021
Place: The Netherlands

DocuSigned by:

D0075FDD81584A4...
Gert Jan Rietberg
Title: Director B
Date: July 14, 2021
Place: The Netherlands

Energizer - Modern Slavery Act Transparency Statement

OVERVIEW

At Energizer we do the right thing to deliver results. We believe that how we do business is just as important as the business we do - no result is ever worth compromising our integrity. We are committed to living our values and expect the highest levels of integrity from our suppliers and partners. We strive to manufacture our products responsibly while upholding our values and abiding by the laws of the countries in which we operate. We are committed to taking all reasonably practicable steps to ensure that slavery and human trafficking are not present either in our business nor in our supply chains. As part of that commitment, we provide this statement for the financial year ending September 30, 2021, in accordance with the California Transparency in Supply Chains Act, the UK Modern Slavery Act 2015, and the Australia Modern Slavery Act 2018.

ABOUT ENERGIZER

Energizer Holdings, Inc. (Energizer), through its operating subsidiaries, is one of the world's largest manufacturers, marketers and distributors of household batteries, specialty batteries and lighting products, and a leading designer and marketer of automotive fragrance and appearance products. Its brand names, Energizer® and Eveready®, have worldwide recognition for innovation, quality, and dependability, and are marketed and sold around the world.

In 2019, Energizer acquired Spectrum Brands Holdings, Inc. global battery, lighting and portable power business as well as their global auto care business, including Armor All®, STP®, and A/C PRO® brands.

Energizer operates as an independent, publicly traded company on the New York Stock Exchange, trading under the symbol "ENR."

Energizer Holdings has operations in more than 40 locations and distribution in more than 140 countries. The company employs 6,500 colleagues.

Further information about our company, business and organizational structure can be found at:

<https://www.energizerholdings.com/company/overview>

OUR STANDARDS

Our Energizer Code of Conduct, Supplier Code of Conduct, and our policies set forth our guiding principles, establish our expectations regarding human rights, and guide our efforts to manufacture responsibly. Our Code of Conduct, Supplier Code of Conduct, and policies can be found here:

[Energizer Code of Conduct](#)
[Supplier Code of Conduct \(energizerholdings.com\)](#)
[Energizer Holdings Policies](#)

OUR ACTIONS

Energizer is taking the following actions to continue promoting ethical business practices and policies to protect workers from being abused and exploited:

- Requiring all our suppliers to complete and sign a self-assessment / certification at the time of purchase order placement to clearly communicate our expectations to our suppliers. We reserve the right to terminate our relationship with a supplier if issues of noncompliance with our policies are discovered and/or noncompliance is not addressed in a timely manner.
- Confirming any key suppliers' compliance with standards for human trafficking and forced labor through one or more of the following measures: (i) a supplier's declaration of compliance; (ii) an inspection by Energizer personnel; or (iii) an independent third-party audit
- Requiring our own manufacturing facilities and our third-party manufacturers to commit to the following as detailed in the Supplier Code of Conduct:

1. Workers employed on the basis of their ability. Discrimination is not tolerated
 2. Forced labor of any kind shall not be used
 3. Workers must meet applicable age requirements. Child labor shall not be employed
 4. Working hours are in compliance with applicable laws
 5. Wages & benefits are in compliance with applicable laws
 6. Freedom of association is respected
 7. Safe and healthy work environment is provided
 8. No physical or psychological coercion is allowed
- Employing auditing organizations, such as Intertek and SGS, to monitor compliance across our operations and those of our suppliers
 - Conducting trainings on modern slavery risk, increasing the number of people trained on anti-modern slavery principles
 - Offering the Energizer HelpLine which allows Energizer colleagues and external partners to ask questions or raise concerns via phone or web. Users of the Energizer HelpLine can also seek guidance about how to deal with potential violations and concerns. Managed by an independent third party, reporters can choose to provide their contact information or remain anonymous. Energizer does not tolerate retaliation against anyone who raises a good faith concern or who participates in the review of a concern.

OUR COMMITMENT

We are committed to taking all reasonably practicable steps to ensure that slavery and human trafficking are not present either in our business nor in our supply chains. We are committed to working closely with our suppliers to ensure that slavery and human trafficking risks are identified and managed proactively.

We will continue to identify which of our business locations and functions are most likely to interact with higher risk entities. Doing so will help us to guide our review of relevant policies, procedures, and training to ensure we are working effectively to address any identified instances of slavery and human trafficking.