



Estee Lauder Pty. Limited
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**ESTEE LAUDER PTY. LIMITED (ACN 008 444 719)
MODERN SLAVERY STATEMENT
FINANCIAL YEAR ENDING 30 JUNE 2022**

INTRODUCTION

This statement is made pursuant to section 13 of the *Modern Slavery Act 2018* (Cth) (**Australian Modern Slavery Act**) and constitutes the Modern Slavery Statement for Estee Lauder Pty. Limited (ACN 008 444 719) (**Estee Lauder AU**) for the financial year ending 30 June 2022 (**FY 2022**).

This statement outlines the steps that the Estée Lauder group of companies (including Estee Lauder AU) (altogether, **Estée Lauder**) have taken to minimise the risks of modern slavery occurring in our business and supply chains in the last financial year and sets out Estée Lauder's future plans.

Estée Lauder recognises that we have a responsibility to be alert to the risks of slavery, servitude, forced labour, debt bondage and child labour (**modern slavery**) in our business and supply chains.

Estée Lauder is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in our business or our supply chains. Modern slavery and human trafficking are issues which are contradictory to Estée Lauder's corporate value and commitment and various codes of conduct and have no place in or around our organisation. We are pleased to reinforce that principle through this statement.

OPERATIONS AND STRUCTURE

Estée Lauder is one of the world's leading manufacturers, marketers and sellers of quality skin care, makeup, fragrance and hair care products. Founded in 1946, the global brand "Estée Lauder" has gained a worldwide reputation for elegance, luxury and superior quality.

Estée Lauder's products are sold in approximately 150 countries and territories, including Australia, under brand names including: Estée Lauder, Aramis, Clinique, Lab Series, Origins, M·A·C, La Mer, Bobbi Brown, Aveda, Jo Malone London, Bumble and bumble, Darphin Paris, TOM FORD BEAUTY, Smashbox, AERIN Beauty, Le Labo, Editions de Parfums Frédéric Malle, GLAMGLOW, KILIAN PARIS, Too Faced, Dr.Jart+ and the DECIEM family of brands, including The Ordinary and NIOD.

Estée Lauder has three main geographic regions: Asia/Pacific; Europe, the Middle East and Africa; and The Americas. Each region is composed of one or more affiliates. Today, Estée Lauder has affiliates in more than 50 countries and territories.

Estée Lauder's global headquarters are located in the United States at:

The Estée Lauder Companies Inc.
767 Fifth Avenue
New York, NY 10153
Tel: 00-1-212-527-3764

Estée Lauder has global net sales of around USD 17.7 billion in FY 2022.

Asia/Pacific (APAC) is a region of significant strategic importance for Estée Lauder with enormous opportunities for the future. In FY 2022, the Asia/Pacific region contributed 30.7% or USD 5.43 billion to Estée Lauder's total net sales.

Within APAC, Estée Lauder first established a presence in Hong Kong (China) in 1961. Four years later, Australia became the region's first affiliate. Today, approximately 16,100 people are employed full time in the APAC region, where Estée Lauder operates 13 affiliate offices, two R&D centres, three creative and trend labs, and multiple distribution centres. There are more than 400 freestanding stores and thousands of points of sale catering to consumers at retail outlets and online.

Estee Lauder AU is a wholly owned Australian subsidiary of Estee Lauder Cosmetics Limited (an indirectly owned subsidiary of The Estée Lauder Companies Inc.), with its principal business address at 165-175 Mitchell Road, Erskineville, NSW 2043, Australia.

Estee Lauder AU is a retailer, wholesaler and distributor of makeup, skincare, fragrance and haircare products. Brands marketed by Estee Lauder AU include Estée Lauder, Clinique, M·A·C, Jo Malone London, Bobbi Brown, La Mer, Aveda, TOM FORD BEAUTY, Aramis and Le Labo. Products are sold to consumers through retailers including department stores, specialty stores, pharmacies, salons and through our own direct to consumer online platforms and freestanding stores. The partnering with our retailers is crucial to our business as we have regular promotions with key retailers to drive sales which include gift with purchase, hero category re-promotes and new product launches. The distribution of our products throughout Australia is managed from our head office and warehousing facilities in Erskineville, NSW.

As at the date of this statement, Estee Lauder AU employs more than 800 employees in Australia. These employees are based in department stores including Myer and David Jones, Jo Malone London/M·A·C/Aveda freestanding stores, Estée Lauder corporate and outlet stores, office and interstate field teams and warehouse premises. There are more than 30 freestanding Estée Lauder stores in Australia and over 500 points of sale catering to consumers at Australian retail outlets and online.

SUPPLY CHAIN AND SUPPLIER CODE OF CONDUCT

Estée Lauder was founded on the values of uncompromising ethics, integrity, fairness, diversity and trust. As a condition of doing business with Estée Lauder (including Estee Lauder AU), we expect our suppliers to honour our company values and our commitment to operating as a responsible and sustainable corporate citizen. In partnership with our suppliers, we are committed to compliance with the law, ethical business practices and fostering our heritage of respect for people and the environment and serving as a positive influence in the communities we serve and from which we source.

Estée Lauder operates a global supply chain which includes disciplines such as Manufacturing, Distribution, Transportation and Logistics, Demand and Supply Planning, Direct and Indirect Procurement, Manufacturing Engineering, Quality Assurance, Environmental Health and Safety, Supply Chain Strategy and Implementation, and Global Brand Supply Chain.

Estée Lauder sources ingredients and materials from around the world to manufacture our products. This includes from destinations such as Indonesia and Malaysia, in the case of palm oil, and also Australia, in the case of Australian Sandalwood. We recognise our suppliers operate in

diverse legal and cultural environments. We are committed to working together with our suppliers to source products and services responsibly.

Estée Lauder (including Estee Lauder AU) has a designated internal Responsible Sourcing team and Responsible Sourcing program to assist our company collaborate with our network of suppliers.

Estée Lauder's Responsible Sourcing team is part of our Global Procurement function and works closely with the Research and Development (R&D), Global Corporate Citizenship and Sustainability, Packaging and Legal functions. The team establishes, implements and monitors environmentally and socially responsible and ethical sourcing practices to align supplier performance with Estée Lauder's goals and objectives. The team collaborates with Estée Lauder's brands, suppliers, industry groups and peers to continuously advance our practices.

Estée Lauder (including Estee Lauder AU) expects our suppliers to comply with all local regulations and national laws governing minimum wages, overtime compensation, hiring, the environment and occupational health and safety. Our suppliers must also fully comply with the global Estée Lauder [Supplier Code of Conduct](#) (the **Supplier Code**). The Supplier Code is based on internationally recognised standards including the Universal Declaration of Human Rights and International Labor Organization's Conventions.

The Supplier Code is the foundation of our Responsible Sourcing program and sets forth the basic requirements Estée Lauder (including Estee Lauder AU) expects of our suppliers, including our vendors, service providers, independent contractors, and consultants, as a condition of doing business with Estée Lauder (including Estee Lauder AU).

The Supplier Code, in conjunction with Estée Lauder's standard purchasing contracts, requires that suppliers fully comply with all applicable governmental, legal, regulatory, and professional rules and regulations governing minimum wages, work hours, overtime compensation, hiring, occupational safety, forced and/or child labour and biodiversity. The Supplier Code (along with Human Rights Policy) outlines Estée Lauder's expectations for suppliers with respect to human rights, the rights of indigenous peoples and local communities, as well as the workplace. It also outlines our zero-tolerance policy regarding prisoners, slave labour and human trafficking.

Estée Lauder benchmarked against peers and leading companies to identify best practices and opportunities for improvement. Estée Lauder also consulted with external experts including BSR and EcoVadis in this regard.

The Supplier Code is organised into three sections:

- 1. Engage in lawful and ethical business practices;**
- 2. Promote a respectful, fair and diverse workplace; and**
- 3. Provide a safe, healthy workplace and protect the environment and community.**

The Supplier Code covers areas including Confidentiality and Privacy, Fair Competition, Child Labor and Forced Labor, among others. This specifies that our suppliers must not employ child labour. The term "child" means any person employed under the age of 15 (or 14 where the law of the country permits) or under the minimum age for employment in the country, whichever is greater. Suppliers employing young workers (workers above the minimum age of employment but under the age of 18) must comply with applicable laws and regulations regarding hours, compensation and must avoid conditions or restrictions that could be harmful to their morals, health, safety and development.

The Supplier Code also specifies that suppliers must not use or benefit from any form of human trafficking, or forced or compulsory labour of any kind, be it prison, bonded, indentured or otherwise. Furthermore, mandatory overtime is not permitted, and workers must be allowed to leave their employment after giving reasonable notice. Imposing monetary fines, withholding

identity papers (such as passports), work permits, remuneration or requiring recruitment deposits or other constraints as a condition of employment, is not allowed.

To meet the needs of the diverse and global network of suppliers, the Supplier Code is available in several languages. Estée Lauder also developed a set of Supplier Sustainability Guidelines to provide suppliers with practical actions they can take to manage the environmental and social impacts of their own operations. These Guidelines help them to build on the foundation of the Supplier Code requirements and move towards implementing improved practices in sustainability.

Estée Lauder requires suppliers to acknowledge the Supplier Code. During our last cycle in FY 2022, suppliers representing more than 95% of Estée Lauder's direct spend have done so (excluding suppliers to brands acquired by Estée Lauder during or after FY 2020). Direct suppliers are those that provide raw materials, ingredients, packaging, and Third-Party Manufacturing to Estée Lauder.

Estee Lauder AU imports finished goods products that are manufactured either by The Estée Lauder Companies Inc.'s owned facilities in North America, Europe or approved third party manufacturers using suppliers that should comply with the Supplier Code. Estee Lauder AU does not manufacture any products in Australia; the facility in Australia is an office and for retail and distribution processes only. Most products are imported from a distribution hub in Singapore which also does not manufacture but receives products from the same facilities around the world. In some instances, Estee Lauder AU receives products from The Estée Lauder Companies Inc.'s facilities directly (launch products and Aveda brand) and in some cases for promotional activities directly from third party facilities in China to avoid unnecessary extra handling. In all cases, facilities and subsequent suppliers are subject to the Supplier Code.

Estee Lauder AU also purchases some materials for online services, promotional (collateral) activities, shop fitting and other services from various Australian domiciled companies which must also comply with the laws of Australia, including the Australian Modern Slavery Act. The Supplier Code audit is in place with many of these companies and is an ongoing process. Companies used or engaged vary in size from small local organisations to larger publicly listed companies, and in all cases, we expect all companies to comply with the laws of the land.

OTHER RELEVANT POLICIES

In addition to the Supplier Code, Estée Lauder has in place a consolidated global [Code of Conduct](#) which applies to all employees and officers of The Estée Lauder Companies Inc. and global subsidiaries and affiliates (including Estee Lauder AU), and members of our Board of Directors (the **Employee Code**).

The Employee Code sets out the expectations of Estée Lauder (including Estee Lauder AU) to ensure legal compliance and maintain high standards of business and personal ethics.

The Employee Code is regularly reviewed to give our staff, including our Australian based staff, additional guidance on Estée Lauder's expectations in relation to their conduct and it has been updated in April 2021. The Employee Code requires, amongst other things, that Estée Lauder (including Estee Lauder AU) respect the human rights of our employees, act with integrity and comply with the letter and spirit of laws, regulations and rules that apply to Estée Lauder and combat criminal activity.

The current Employee Code addresses key topics including:

1. discrimination, harassment and retaliation prevention;
2. promotion of a safe, healthy and sustainable working environment; and

3. Estée Lauder's zero-tolerance policy and prohibition regarding bribery and corruption as it applies to our employees, officers, directors, and third persons or entities acting on behalf of Estée Lauder with a link to Estée Lauder's Global Anti-Bribery and Corruption Compliance Manual.

Newly hired employees, including Australian based employees, are required to sign an acknowledgement that they have received, read and will comply with the Employee Code. In addition, annually, employees above certain levels are required to complete Ethics and Anti-Bribery and Corruption trainings and acknowledge the Employee Code. From time to time, we also conduct regular trainings on the Employee Code for groups of our employees, including our Australian based employees.

Employees are expected to report violations or suspected violations of the Employee Code to their supervisor, Human Resources, Global Ethics or other corporate functions. Employees are able to report suspected violations anonymously, where permitted by law, by:

- email at ethics@estee.com or personally email any member of the Global Ethics team;
- calling the Global Ethics team at (212) 277-2457;
- calling the relevant country toll-free number for Estée Lauder Integrity Helpline (which for Australia is 1-800-763-983);
- visiting the Estée Lauder Integrity Helpline website: <https://integrity.elcompanies.com/>; or
- for questions or concerns related to questionable accounting, internal controls or auditing matters, communicating with the Audit Committee via writing to: The Estée Lauder Companies Inc., Attn: Audit Committee, F.D.R. Station, P.O. Box 1177, New York, NY 10150.

In addition, Estée Lauder has published its [Human Rights Policy](#), outlining Estée Lauder's (including Estee Lauder AU's) approach to respect human rights across the global operations and supply chain and recognizing the following international protocols:

- UN Guiding Principles on Business and Human Rights; and
- Universal Declaration of Human Rights

Estée Lauder also publishes substantive Social Impact and Sustainability report, the most recent being [The Estée Lauder Companies Inc. Fiscal 2022 Social Impact and Sustainability Report](#) which sets out Estée Lauder's (including Estee Lauder AU's) approach to managing environmental and social risks arising from the company's business activities.

SUPPLIER AND MODERN SLAVERY RISK ASSESSMENT

As a world leading retailer, marketer and manufacturer of quality skincare, makeup, fragrance and hair care products, Estée Lauder (including Estee Lauder AU) recognises the importance of considering how the skincare, cosmetics and retail industries and our company's global network of supply chains can be linked to modern slavery.

Some possible risks identified in Estee Lauder's (including Estée Lauder AU's) operations and supply chains are:

- **Working directly or indirectly with suppliers in farming, remote and/or rural regions**, that employ temporary, seasonal and/or immigrant workers; and
- **High demand for our products and delivery timeframes** which may require suppliers to engage in practices including imposing excessive working hours and other cost savings initiatives such as labour hire arrangements.

Estée Lauder (including Estee Lauder AU) aims to mitigate the risk of modern slavery occurring in our operations and supply chains by promoting and enforcing our policies, including the Supplier Code, the Employee Code and maintaining our global Integrity Helpline. These policies and controls have been widely communicated within Estée Lauder's businesses, including Estee Lauder AU, and guidance has been provided to management across all group companies including Estee Lauder AU.

Estée Lauder (including Estee Lauder AU) promotes a speak-up culture and provides a mechanism for reporting suspected misconduct. The global Integrity Helpline is a resource available for employees, suppliers, customers, and other stakeholders to report conduct that may be illegal, unethical or a violation of the Employee Code, Human Rights Policy, or the Supplier Code. Concerns may be reported to this global Integrity Helpline via telephone or web, 24 hours a day, 7 days a week and in many languages. Estée Lauder, including Estee Lauder AU, encourages our employees to raise concerns about any issue or suspicion of modern slavery through the global Integrity Helpline. Estée Lauder (including Estee Lauder AU) prohibits any form of retaliation against a person who reports in good faith any concern they have about any issue or suspicion of modern slavery.

DUE DILIGENCE AND REMEDIATION PROCESSES

Estée Lauder (including Estee Lauder AU) is committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains. We require all suppliers to comply with applicable laws in their places of operation.

Estée Lauder (including Estee Lauder AU) seeks to partner with suppliers whose ethical principles align with our own, and expect them to operate fair and ethical workplaces. Estée Lauder (including Estee Lauder AU) works with our suppliers, as appropriate, to ensure they fully understand the intent and requirements of the Supplier Code. Estée Lauder (including Estee Lauder AU) also looks for ways to strengthen our Supplier Code controls and systems and revise and update it as needed.

A) Workshops and Training

Estée Lauder (including Estee Lauder AU) conducts workshops and training for our certain network of suppliers. Such workshops and training are part of Estée Lauder's continuous improvement approach to supplier sustainability and governance in FY 2022. Social and human rights topics, the Supplier Code and certain key topics included in EcoVadis assessments are covered in these workshops and training.

In addition to hosting workshops and training, we also monitor practices of our supply chain partners through supplier evaluation and monitoring, as discussed below.

B) Verification

Estée Lauder (including Estee Lauder AU) approves new suppliers or new manufacturing plants after suppliers meet the requirements set forth in the Supplier Code evaluation process. The Supplier Code evaluation process requires all suppliers to sign the Supplier Code and applicable suppliers to complete an assessment or on-site audit.

The work in this area to date is governed by our Global Supplier Relations team (**GSR**), which has representatives in each of our regions and covers Australia. GSR, in partnership with Estée Lauder's Global Quality Assurance, Research & Development, Global Regulatory Affairs, and Global Corporate Citizenship and Sustainability teams, is responsible for ensuring that the suppliers with whom Estée Lauder (including Estee Lauder AU) does business meet the expectations for ethical behaviour outlined in the Supplier Code.

C) Audits and Certification

Estée Lauder (including Estee Lauder AU) has an ongoing audit process of its supply chains that includes independent third-party assessment of the potential presence of child labour or forced labour.

Estée Lauder contracts with third parties to conduct on-site audits for suppliers that are selected based on criteria such as geography, type of material and impact to the business. Estée Lauder also assesses certain suppliers against environmental and social criteria using a third-party sustainability ratings platform.

As discussed above, new suppliers must agree to comply with the Supplier Code before they are awarded our business. We require our high-risk suppliers to undergo an audit conducted by an independent, third-party auditor at least every two years. During our last cycle in FY 2022, the auditors utilise the Sedex Members Ethical Trade Audit (SMETA) Best Practice Guidelines. If a supplier appears to be in non-compliance with the Supplier Code, we expect the supplier to cooperate and provide such additional information to Estée Lauder (including Estee Lauder AU) as may be required in order for Estée Lauder (including Estee Lauder AU) to make a determination as to whether the supplier is in compliance.

If Estée Lauder determines that the supplier is not in compliance, then remedies may include, among other things, termination of business or the development and implementation of a corrective action plan that would need to be implemented within a certain fixed time period. Estée Lauder (including Estee Lauder AU) may follow such implementation with an audit, where deemed appropriate.

In addition to requiring our suppliers to comply with the Supplier Code, Estée Lauder have used some certification standards providing third-party certification that certain raw materials we purchase are produced without the use of forced labour.

D) Supplier Risk Assessments, Evaluation and Monitoring

Estée Lauder (including Estee Lauder AU) takes a risk-based approach to supplier due diligence. Estée Lauder (including Estee Lauder AU) conducts risk assessments and performs due diligence as part of new supplier qualifications and assesses risk of existing direct and indirect suppliers annually.

Estée Lauder has conducted a corporate-level human rights assessment (HRA) based on the methodology outlined by the UN Guiding Principles on Business and Human Rights, the global standard for HRAs. Through the HRA process, we assessed human rights risks and impacts across our operations, including our corporate policies and procedures, as well as our supply chain, manufacturing, and retail operations. The HRA has provided us with a framework to help identify and prioritize our salient human rights risks and impacts, and to identify key actions for improvement.

In addition, Estée Lauder (including Estee Lauder AU) monitors supplier performance and implements corrective action plans as needed. Forced and child labour are included as risk categories in our supplier risk evaluations. We monitor our direct suppliers for adherence to the Supplier Code and pay careful attention to potential risks of noncompliance. We have also advanced our efforts to include our indirect supply chain in our monitoring. Our indirect supply chain is composed of suppliers who sell us goods and services not directly used in the manufacturing of our products.

We also use EcoVadis, an online ratings service, by which suppliers can be assessed on environmental impact, labour and human rights, and ethical procurement practices. After rolling out the EcoVadis platform to indirect suppliers in FY 2021, we nearly doubled the number of indirect suppliers ranked by EcoVadis in FY 2022. Overall, in FY 2022, we increased the total number of direct and indirect suppliers ranked by EcoVadis to more than 1,000.

EcoVadis ranks suppliers with numerical scores that reflect the maturity level of their sustainability programs, practices and initiatives. Estée Lauder (including Estee Lauder AU) expects our direct strategic suppliers (see definition below) to achieve an “advanced” EcoVadis score and other direct suppliers to achieve at least a “satisfactory” score. Estée Lauder engages with direct suppliers to help them improve. More than 60% of strategic suppliers improved their EcoVadis scorecard performance from their previous assessment.

Estée Lauder risk-ranks direct and indirect suppliers globally based on pre-established criteria, such as the location of the operations, type of goods or services being sourced and the potential impact to our business. Based on the risk ranking of the supplier, Estée Lauder conducts additional due diligence using third-party audits and assessments, as appropriate, including on-site audits (as discussed above). To help us determine country risk, we use a third-party provider that assesses each country based on its approaches to social impact and sustainability topics including environment, health and safety, social issues, corruption and human rights risks.

		FY22	FY21	FY20
Supplier Evaluation and Monitoring *	% of new suppliers screened using environmental and social criteria**	100%	100%	100%
	% of strategic suppliers screened using environmental and social criteria***	99%	100%	98%
	Number of third-party on-site supplier audits****	69	61	88

* Suppliers are those that provide direct raw material, ingredient, packaging and third-party manufacturing to The Estée Lauder Companies Inc. (ELC)

** Excludes suppliers to brands acquired by ELC during or after FY 2020.

*** Strategic suppliers include those that are highly critical suppliers with broad and unique capabilities, proven value creation, and a high level of collaboration. These suppliers comprise more than half of ELC direct spend.

**** Includes third party audits requested by ELC, as well as other mutually recognized audits that (i) align to ELC’s audit standard; (ii) are conducted by third-party auditors, and; (iii) meet ELC’s validity date criteria. FY 2021 and FY 2020 metrics restated to reflect updated reporting criteria.

INTERNAL ACCOUNTABILITY AND TRAINING

Regarding our employee base, and as mentioned above, we are committed to the highest standards of professional and personal conduct. We promote a culture of uncompromising ethics and integrity with standards to help us uphold the principles and ideals that make us a global leader in prestige beauty.

All employees and officers of Estée Lauder (including Estee Lauder AU) are expected to conduct themselves within the letter and spirit of our Employee Code. The Employee Code obliges all employees to behave in a socially responsible and fair manner and with uncompromising ethics and integrity.

All newly hired employees must sign an acknowledgment that they have received the Employee Code, understand its contents, and agree to comply with its terms throughout their employment. Breaches of the Employee Code are treated seriously and may result in disciplinary action up to

and including termination of employment. On an annual basis, certain management employees are also required to re-certify their continued compliance with the Employee Code.

Estée Lauder (including Estee Lauder AU) senior management continue to recognise that modern slavery and human trafficking are issues of global importance and scale. Where the processes and controls we have implemented identify an unacceptable level of risk of modern slavery or human trafficking we are committed to taking action, including ending relationships with suppliers.

ASSESSING EFFECTIVENESS OF ACTIONS TAKEN

We strongly believe that our policies and processes effectively prevent and minimise modern slavery and human trafficking risks internally and throughout our supply chain.

Appropriate reporting is key for efficient policies. We achieve this objective by enforcing a strict no-retaliation rule. As mentioned above, Estée Lauder (including Estee Lauder AU) will not retaliate against any person for raising a genuine complaint in good faith or participating in any investigation in good faith, and will not tolerate retaliation by others against complainants in such circumstances. We are committed to having a workplace in which employees can report an ethical concern free of any harassment, discrimination, or retaliation in violation of our policies. With the inclusion of the Supplier Code in our agreements with suppliers, we have extended this commitment to all persons involved in our supply chains.

CONSULTATION AND FUTURE PLANS

Estee Lauder AU closely communicates with its headquarters in the United States and with all overseas branches. Appropriate divisions of Estée Lauder (covering all relevant regions) also work to enhance the communication between related overseas branches on issues including in relation to modern slavery and human trafficking.

Looking to the future, Estée Lauder (including Estee Lauder AU) will continue to:

- source our suppliers in a responsible manner;
- expect and require our suppliers to operate in full compliance with all applicable laws and the Supplier Code; and
- review our policies, including those mentioned in this statement, to ensure they adequately address identified modern slavery risks and reflect international best practice.

The long-term objective of Estée Lauder (including Estee Lauder AU) is to continue to examine all links in our supply chains and work collaboratively with external stakeholders to ensure that the risks of modern slavery are minimised as much as possible. We will continue to work to increase awareness of these risks together with our staff, business partners and suppliers to ensure there is a strong commitment to the eradication of modern slavery.

BOARD APPROVAL

For the purposes of the Australian Modern Slavery Act, this statement was approved by the Board of Directors of Estee Lauder AU on December 21, 2022.

DocuSigned by:

Emmerentia Wilding

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Emmerentia Wilding
Director - Estee Lauder Pty. Limited (ACN 008 444 719)
December 21, 2022