

Beiersdorf Australia Ltd Modern Slavery Statement 2024

Beiersdorf Australia Ltd (**Beiersdorf**) is committed to taking steps to identify and eradicate slavery and human trafficking from its business and from its supply chains.

We do not tolerate slavery and human trafficking within the supply chain or within any part of our business.

This statement is prepared as required by the Modern Slavery Act 2018 (Cth), reporting on the steps that Beiersdorf and our parent company, Beiersdorf AG have taken during the financial year ended 31 December 2024.

Beiersdorf AG

Beiersdorf AG is one of the world's leading companies in the consumer goods industry over the headquartered in Hamburg, Germany.

As at 31 December 2024, Beiersdorf AG employed a total of 22,791 people worldwide within its two business segments.

Beiersdorf AG's ambition is to make people feel good in their skin – but for us, this goes far beyond skin care. Our Care Beyond Skin purpose expresses how we see ourselves: we want to win people over not only with unique skin care, but also by making a positive contribution to society.

Beiersdorf Australia Ltd

Beiersdorf Australia Ltd is a subsidiary of Beiersdorf AG.

Beiersdorf is headquartered in Sydney, Australia. It employs 173 people inclusive of part time employees, with branches in Melbourne, Australia and Auckland, New Zealand.

Our portfolio contains the brands of NIVEA (skin and body care products) and Elastoplast (wound care and health care products).

Declaration of Principles on Upholding Human Rights

Beiersdorf AG publicises the "Declaration of Principles on Upholding Human Rights," applicable to all its subsidiaries, which addresses the material topics of freedom of association/collective bargaining, health and safety and diversity.

Beiersdorf AG and Beiersdorf are making an express commitment to strengthening human rights: we do not tolerate any form of corruption, forced labor, human trafficking, child labor, or discrimination. This applies both to our own sites and employees worldwide and to all workers in the value chain.

Furthermore, we support the health and safety of employees in the workplace, employees' right to freedom of association, including collective bargaining, and environmental protection.

We are also committed to equal rights and treatment and to diversity.

Applicable Policies

We define responsible sourcing as a supply chain in which all relevant laws are adhered to, human rights are respected, natural ecosystems are protected, climate effects are mitigated, and positive developments are promoted in the countries of origin of our materials and services.

Fair working conditions and respect for the human rights of workers in our value chain are of particular importance in this context.

To achieve this, Beiersdorf AG have established corporate policies aimed at ensuring compliance with legal requirements and internationally recognized standards. These policies incorporate not only relevant legislation but also frameworks such as the United Nations' "Universal Declaration of Human Rights," the conventions of the International Labour Organization (ILO), the "Guidelines for Multinational Enterprises" of the Organisation for Economic Co-operation and Development (OECD), the ten principles of the UN Global Compact (UNGC), and the United Nations' "2030 Agenda for Sustainable Development."

Risk evaluation: Material Assessment of Risks

Beiersdorf has identified negative impacts on workers in our upstream value chain. To make our products available to customers worldwide, our business model relies on a globally structured supplier network as well as the workforce of our business partners. In this context, negative impacts can occur in the areas of working conditions (working time, adequate wage, freedom of association, collective bargaining) and in the area of equal treatment and opportunities for all (measures against violence and harassment in the workplace). In view of our global procurement of materials and services, the following groups of workers in particular may be subject to material impacts:

- Workers of subcontractors who perform activities at Beiersdorf or Beiersdorf AG production sites without being directly employed by Beiersdorf;
- Workers of direct business partners in manufacturing industries (such as the packaging industry) or in service industries;
- Workers engaged in labor-intensive service activities such as Value Added Services (VAS), i.e. services which go beyond mere product delivery and enhance brand presence;
- Workers in the upstream supply chain involved in raw material extraction, such as the palm oil or natural rubber industries.

Beiersdorf recognises that negative impacts on workers in the value chain can be both systemic and isolated incidents. Systemic impacts primarily arise from the procurement of goods or services in countries and industries with poor legal human rights standards. However, isolated incidents are also possible, and often result from the misconduct of individuals or decision-makers at direct or indirect business partners.

We identify business-specific risks and potential impacts by means of an annual risk analysis, described in further detail below. In this process, the countries with which Beiersdorf has business relationships are assessed against internationally recognized

indices and information sources. This approach links country-specific risks to our existing supplier base.

Beiersdorf AG's "Principles of Business Relations (Code of Conduct) (COC)

The CoC addresses the material negative impacts we have identified on workers in our value chain. The CoC focuses on four critical areas: 1. Human rights and labor standards 2. Workplace health and safety 3. Corporate integrity 4. Environmental protection.

The CoC obliges our business partners to prohibit practices such as child labor, forced labor, human trafficking, discrimination, restrictions on freedom of association, and violations of environmental and occupational safety regulations. It also mandates the provision of grievance mechanisms.

Signing the CoC is mandatory for direct business partners with an annual business volume exceeding the AUD equivalent of €50,000.

The document also requires business partners to communicate the CoC's content to upstream partners, irrespective of industry or region.

EcoVadis Assessment and Audits

Risk profiling is conducted at the level of individual business partners. To achieve this, we use external "EcoVadis IQ" software to generate a risk categorization for all procurement-relevant business partners.

"EcoVadis IQ" uses specifically defined industry and sector risks, combined with information from a global sustainability performance database. We further expand upon this analysis by utilising Beiersdorf and Beiersdorf AG's in-house procurement data.

In the review relevant to 2024 for Beiersdorf, a Human Rights and Labour assessment, including acceptance of measures in the Code of Conduct was undertaken for suppliers.

Of this assessment:

- 6 suppliers were flagged as medium risk requiring audit. A quality audit undertaken by an external provider (SMETA) took place with each of the suppliers in 2024, further details of SMETA Audits are supplied under the 'COC' section below. As a result, if corrective actions are assessed as required, these are provided to the supplier with a timeframe for outcome. At that further stage, further assessment under the SMETA audit may be required on a case by case basis.

- One supplier has been identified as having a critical audit Ecovadis score of below 25. This supplier was flagged for Corrective Actions in the following audit year. Failure to reach the Corrective Actions, once re-assessed, would lead to the termination of this supplier in 2025/2026.

Compliance with Beiersdorf AG's "Principles of Business Relations (Code of Conduct) (COC) Business Partners"

We work closely with business partners to understand their challenges and provide targeted support, in alignment with our responsibilities under the Modern Slavery Act 2018 (Cth).

This includes practical, free training on human rights and environmental due diligence, to particularly support small or medium-sized business partners. Completing the training helps prevent negative impacts on workers and emphasizes the importance of whistleblowing mechanisms, enabling workers to raise their voices and contribute views or suggestions for improvement.

As Beiersdorf AG is a member of the UN Global Compact, Beiersdorf is part of a broad network of government bodies, investors, research representatives and civil society organisations in which the private sector can take concrete measures to operate responsibly, protect human rights and fulfil obligations to society. The organisations also participating in the network, particularly from civil society, represent the perspectives of workers. Compliance with these commitments is monitored through sustainability assessments and social audits.

Audits conducted according to the standardized 4-pillar principle of the "Sedex Members Ethical Trade Audit" (**SMETA**) include evaluations of the supplier management of direct business partners, as well as interviews with their workers and those employed by subcontractors. This ensures that workers in the value chain are aware of their rights, that freedom of association is not suppressed, and that there is a framework in place for reporting violations within a protected environment.

Where irregularities are identified, corrective actions are agreed to improve working conditions. To provide additional avenues for workers in the value chain to raise concerns or report suspected violations, Beiersdorf offers additional anonymous reporting channels, which are discussed in the following section.

"Speak Up. We Care" Whistleblower Channel

Beiersdorf offers various channels for both internal and external individuals to report compliance violations and concerns, including human rights violations.

Reports can be made regardless of whether the violations occurred within the company's own operations or within its direct or indirect value chains.

"Speak up, We care" is a protected, secure, and anonymous reporting system for receiving and handling complaints related to risks and violations.

Information Provided to and Matters Addressed by Beiersdorf and Beiersdorf AG's Management, and Supervisory Bodies

In addition to the monitoring undertaken by Beiersdorf, Beiersdorf AG's Corporate Sustainability representatives regularly reports to the Executive Board on progress and the need for action.

This Corporate Sustainability function reports monthly directly to the Chairman of the Executive Board of Beiersdorf AG

Human rights risks were among the subsection of matters discussed at Executive Board and Supervisory Board meetings during the 2024 reporting year, including considering material impacts, risks, and opportunities in their oversight of the strategy, and risk management.

This Modern Slavery Statement has been approved by the Board of Directors of Beiersdorf Australia Ltd.



Clynton Bartholomeusz
Managing Director
Beiersdorf Australia Ltd

27 June 2025