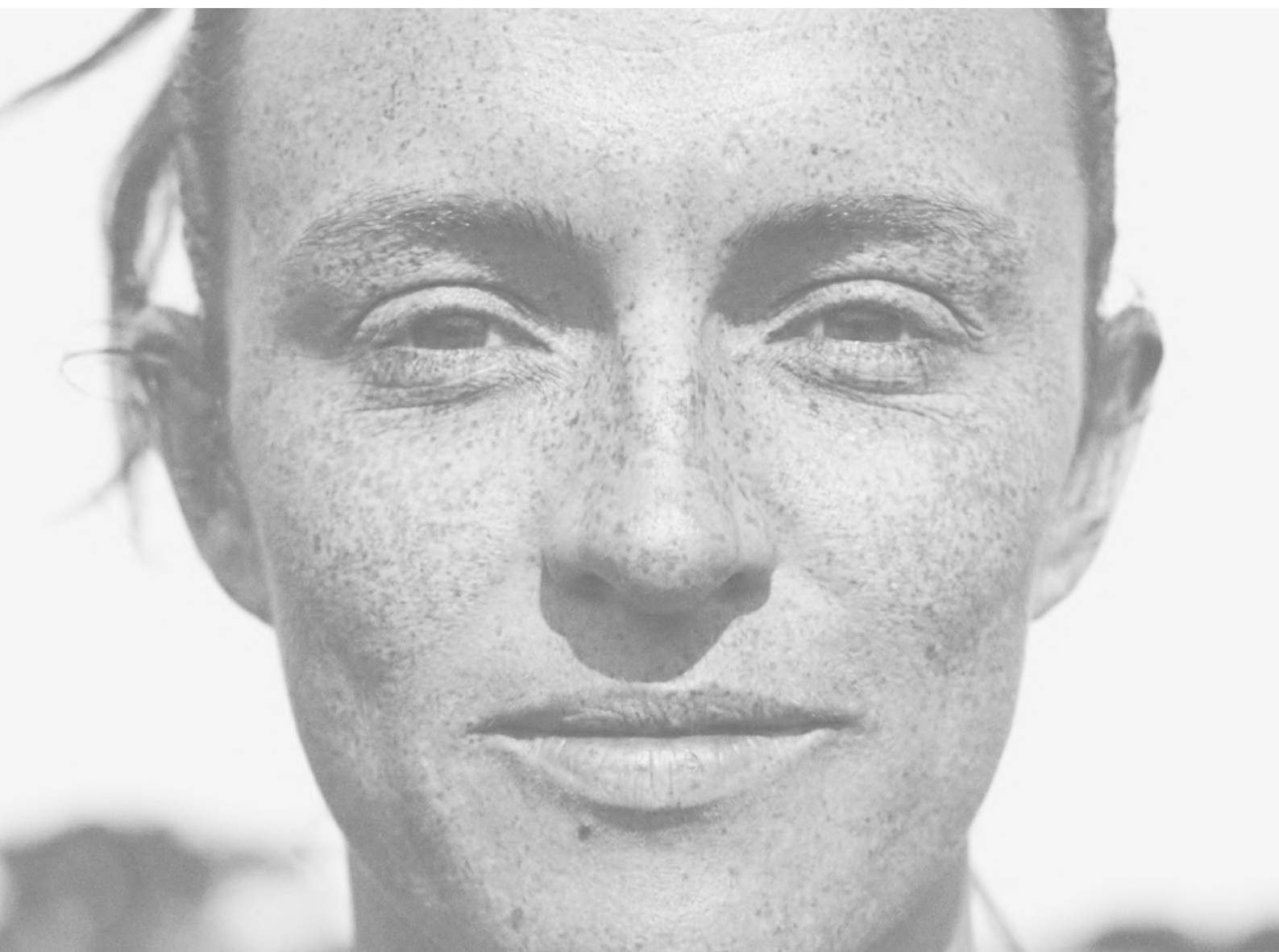


FY2023

MODERN SLAVERY REPORT



ADOREBEAUTY
— GROUP —

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FROM THE CEO OF ADORE BEAUTY

I am pleased to present this Modern Slavery Statement for Adore Beauty Group Limited (Adore Beauty) in accordance with the *Australian Modern Slavery Act 2018 (Cth)*. This statement details our efforts during the FY23 reporting period to proactively identify and address modern slavery risks within our supply chains and operations.

Adore Beauty is dedicated to delivering an exceptional shopping experience in Australia and New Zealand. We aspire to be the go-to online destination for a wide range of premium beauty, wellness, and personal care products, all while fostering trust and credibility in the beauty and personal care space.

We recognise our ongoing responsibility to create positive industry practices and reject any form of modern slavery or exploitation. Adore Beauty stands as a proudly values-led company, with these values serving as the foundation of our innovative culture. We are focused on enhancing our social and environmental impact, promoting diversity and inclusion and offering meaningful community support. During FY23, our team worked to review and enhance our modern slavery and ethical sourcing strategy. This comprehensive effort included an assessment of our modern slavery risks, a critical review of our existing policies and the development of tailored modern slavery training for our teams.

While delivering an empowering, personalised, and enjoyable beauty shopping experience, Adore Beauty is also committed to achieving our modern slavery and ethical sourcing objectives. We believe that respect for human rights should be ingrained in our business' culture and that we must implement our modern slavery initiatives and policies in a tangible and meaningful manner.

Our work to address modern slavery risks will continue during FY24, with the development of our new supplier code of conduct and ongoing training and awareness for our teams. We will also be implementing our responsible sourcing guidelines for our teams and will be continuing the review and assessment of our global and local supply chains and operations.



Tamalin Morton
Chief Executive Officer

Adoption by the Board of Adore Beauty

This Modern Slavery Statement was considered and approved by the Board of Adore Beauty Group Limited in their capacity as principal governing body of Adore Beauty Group Limited on 23rd November 2023

01. MODERN SLAVERY STATEMENT OVERVIEW

We have addressed the mandatory criteria detailed in the Modern Slavery Act 2018 as follows:

- **Identification of the reporting entity**

This is addressed on page 5.

- **Description of the process of consultation with any entities the reporting entity owns or controls**

This is addressed on page 5.

- **Description of our structure, operations, and supply chain**

This is addressed on pages 6-7.

- **Description of the risks of modern slavery practices in our operations and supply chains and any entities we own or control**

This is addressed on pages 8-12.

- **Description of the actions we have taken to assess and address these risks (including due diligence and remediation processes)**

This is addressed on pages 13-21.

- **How we assess the effectiveness of our actions**

This is addressed on pages 22-25.

References to 'our' and 'we' in this Statement are references to Adore Beauty Group Limited.

02. IDENTIFICATION OF REPORTING ENTITY AND CONSULTATION PROCESS

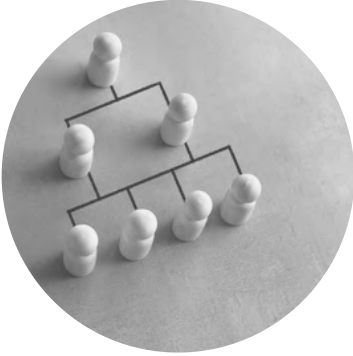


This modern slavery statement is made by Adore Beauty Group Limited (ABN 78 636 138 988), ('Adore Beauty' or 'the Company') and its Controlled Entities ('the Group'). The statement covers the period from 1 July 2022 to 30 June 2023 (FY23) and it has been approved by the Board of Adore Beauty.

Our modern slavery working group consulted relevant management, procurement and buying teams to collect relevant information for this statement.

Once the statement was drafted, it was reviewed by our management team and Board.

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



3a. Our structure and operations

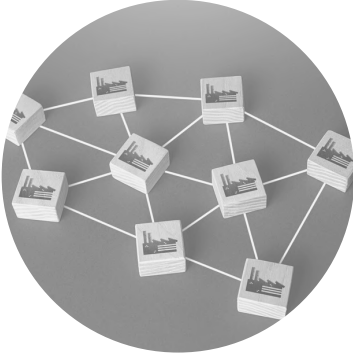
At Adore Beauty, we remain committed to upholding the highest standards in sourcing, driven by a dedication to excellence and a vision to continuously elevate the beauty industry.

Adore Beauty operates in Australia and New Zealand and its legal entities are wholly-owned subsidiaries. We operate in Australia's approximately \$11.8 billion beauty and personal care market and generate revenue through online sales of third-party beauty and personal care products to Australian and New Zealand consumers. Adore Beauty has a loyal and engaged customer base with high levels of customer retention.

Launched in 2000, Adore Beauty has evolved to become an integrated content, marketing and e-commerce retail platform that partners with a broad and diverse portfolio of more than 270 brands and over 12,000 products. It partners with leading beauty brands globally.

In FY23, Adore Beauty reported revenue of \$180.6 million and 801K active customers. Adore Beauty employed 168 passionate permanent employees, with a head office located in Northcote, Victoria. Adore Beauty has one directly controlled customer fulfilment centre which is based in Keilor Park, Victoria.

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



3b. Our Supply Chains

Adore Beauty, as an e-commerce platform, takes pride in curating a diverse range of products sourced locally and globally. Our success is underpinned by the trusted, long-term relationships we maintain with our global brand partners and local suppliers.

A significant portion of the products featured on the Adore Beauty e-commerce platform are procured through established relationships with Australian distributors, leveraging direct importers based in the United States and the United Kingdom.

The Adore Beauty buying teams have the responsibility of implementing comprehensive risk management procedures and of mitigating risks across our supply chain. We are in the final stages of shaping Adore Beauty's new, formalised responsible sourcing guidelines, a crucial tool that will provide guidance to our dedicated procurement teams.

Over the past 12 months, we have experienced continued growth in our owned brand portfolio, the 'AB Lab,' 'Adore Beauty,' and 'Viviology' brands. During FY24 we will be expanding our product range for these brands. The majority of our direct private label suppliers are located in Australia.

Adore Beauty also engages a number of third-party suppliers of services, which include labour hire in its directly controlled facility, as well as cleaning, transport, marketing, advertising and IT services.

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

Adore Beauty proudly offers a wide array of beauty and personal care products sourced through a complex global supply chain. This network includes local distributors, sourcing agents, manufacturers, factories and raw materials suppliers that are located in Australia and overseas.

Given the existence of modern slavery practices in some parts of the cosmetics industry - mainly related to the sourcing of raw materials - we are committed to identifying, addressing and mitigating the risks associated with our sourcing of beauty and personal care products.

The inherent sourcing requirements of our business operations mean that we face modern slavery risks related to:



The purchase of finished goods

We acquire finished goods for re-sale on our e-commerce platform and we are aware that modern slavery risks could possibly exist in the raw materials sourcing, manufacturing and distribution processes for some of these products;



Development of private label products

The development and manufacture of our private label products could have potential modern slavery risks related to raw materials sourcing, development and production; and



Reliance on third-party suppliers

Our dependence on third-party suppliers of raw materials, packaging, product components and various services means we are exposed to modern slavery risks.

During FY23 we have identified that Adore Beauty faces the following modern slavery risks:

4a. Raw materials used in cosmetics and personal care products

Adore Beauty acknowledges that certain raw materials that are commonly utilised in the production of cosmetics and personal health care products have an elevated risk of association with modern slavery. These risks are primarily related to the growing, extraction, production and supply chain processes associated with those raw materials.

In the cosmetics and personal health care industry, several types of raw materials have been linked to modern slavery, including but not limited to:



Cotton

an essential ingredient used to produce cottonseed oil and cotton fibre for various products like cotton balls, pads and swabs.



Mica (CI 77019)

widely used in eye shadows, lipsticks, blushes and other cosmetics.



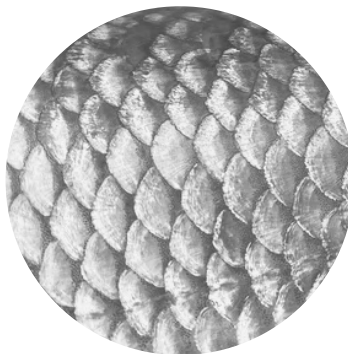
Palm Oil

an ingredient found in an array of products, from soaps to moisturisers.



Rubber

an ingredient in a variety of cosmetic products such as hair glue, face and body paint, eyeliner and eyelash glue.



Fish Scales (Guanine)

commonly used in numerous beauty products, particularly in bath, cleansing and skincare items.

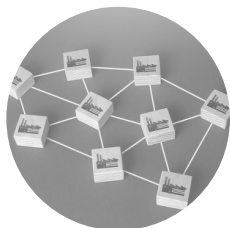


Shea Butter

an essential ingredient in many personal care products.

4b. Traceability challenges

The cosmetics industry has long and intricate supply chains which present a challenge when it comes to tracing the origins of the raw materials used in the finished products that we source, develop, and sell. These challenges stem from:



Lack of transparency over supply chains

Most large brands do not disclose full and comprehensive details about their own supply chains which hinders our ability to identify modern slavery practices that could be linked to the products we source and sell.



Varied regulatory landscape

The global nature of cosmetics production poses challenges for our business in identifying and addressing modern slavery risk. This lack of regulation and uniformity makes it difficult for us to rely on consistent prevention and intervention measures; and



Resource constraints

Many brands and suppliers do not allocate sufficient resources to allow robust due diligence across their own supply chains. This limitation makes it difficult for us to identify and address our own potential modern slavery risks.

At Adore Beauty, we acknowledge the multifaceted nature of these supply chain challenges. We therefore aim to only purchase finished products from a select group of suppliers for resale through our e-commerce platform. However, we are fully aware of the inherent risk that these suppliers may have modern slavery present within their operations or supply chains.

Understanding these limitations, we endeavour to navigate these complexities. We are working to improve our due diligence processes and supplier relationships and to do what we can to ensure ethical and responsible sourcing.

4c. Finished products that are manufactured in higher risk countries

Adore Beauty is dedicated to transparency and openness about our sourcing practices and the potential modern slavery risks associated with our supply chain. We source finished cosmetic products from large brands and recognise that some of these brands may manufacture their products or source their raw materials from countries and regions that are generally considered high-risk in terms of modern slavery. These countries include China, India, Pakistan, Indonesia, the Philippines, Thailand and Malaysia.

We acknowledge that our brand partners supply chains may indeed harbour modern slavery practices. These risks could include unfair wages paid to workers, forced or bonded labour, inadequate health and safety conditions, excessive working hours, unpaid overtime, lack of freedom of association for workers, gender discrimination or a lack of equal opportunities for workers in the workplace.

We also work with third-party contractors who produce our packaging and component products, according to our specifications. These third-party manufacturers are based both in Australia and in China. Our reliance on these third party suppliers means there is some risk that these manufacturers or the brokers we deal with may have modern slavery in their own supply chains.



4d. Procurement of services to support our business

Modern slavery is not just a risk that is related to the products that we source and sell.

At Adore Beauty we utilise a range of services for our daily operations. These services are just as susceptible to modern slavery risk as the products we sell, even though most of these services are undertaken in Australia, which reportedly has a lower risk of modern slavery due to government regulation of working conditions and rates of pay.

We are aware that as part of the development of our modern slavery compliance program, Adore Beauty needs to consider the ways in which our business may be linked to modern slavery and human rights abuses through the services that we engage to support our head office and other operations. Some high risk service industries include:



Cleaning services



Transportation and logistics



Call centres



Maintenance



Information technology



Waste management



Graphic design and printing



Professional services

Adore Beauty has reduced exposure to the risks of modern slavery through the direct employees, contractors and labour-hire staff at its directly controlled facility based in Keilor Park in Australia. This is because all employees are engaged under a modern award, an individual contract of employment or a contractor agreement. Labour-hire employees are engaged with reputable third-party labour-hire providers based in Melbourne, Australia and in Manila, Philippines.

When we engage with other service providers, we aim to only engage with reputable suppliers and put in place contractual terms which set out our responsible and ethical sourcing expectations. For those service agreements that are white-collar in nature (such as marketing or advertising), our risk of exposure to modern slavery is considered to be very low.

5. ACTIONS TAKEN TO MITIGATE RISKS OF MODERN SLAVERY

During FY23, Adore Beauty remained committed to identifying and addressing the modern slavery risks that exist in our supply chains and operations. We understand that this is the responsibility of all our employees, suppliers and other stakeholders.

Our Board plays a pivotal role in overseeing our modern slavery compliance program. The responsibility for implementing our anti-modern slavery program is delegated to our management teams and we have regular reporting procedures in place to keep our Board informed.

This financial year, we built upon the groundwork we laid in FY22 which included:

- **rolling out mandatory internal modern slavery training across the business to equip our team with necessary knowledge and understanding of modern slavery risks;**
- **committing our supply partners to contracts that explicitly include modern slavery clauses, underscoring our commitment to eradicating modern slavery;**
- **working with our labour hire providers in Australia to ensure alignment with modern slavery standards and to collectively work towards a responsible and ethical labour hiring process;**
- **setting goals that are directed at reducing our modern slavery risks and working towards a more responsible supply chain; and**
- **introducing reporting to the Board on the progress and risks associated with our modern slavery initiatives.**

In FY23, we continued this work with a focus on identifying:

- **any processes within our business that might cause, contribute to, or be directly linked to modern slavery.**
- **actionable steps that we can take to reduce modern slavery risks and mitigate potential harm to individuals.**

Specifically, we did the following work during FY23:

5a. Development of our modern slavery working group

Adore Beauty proactively engaged external consultants to support our internal teams and to assist us to identify and address modern slavery risks within our business operations.

One objective of this collaboration was to enhance our understanding of the modern slavery risks that exist within the broader cosmetics industry, and the specific risks that exist for our business. This led to the development of a tailored and comprehensive modern slavery training module which has provided guidance for our teams on our critical modern slavery goals and objectives.

Our modern slavery working group will continue to ensure that all Adore Beauty team members are well-informed about the modern slavery risks that exist in the cosmetics industry. We strongly believe that an informed team is an empowered team, capable of making responsible decisions about the brands that we choose to collaborate and associate with, both in Australia and overseas.

One of our modern slavery goals is to encourage and support our teams to actively support cosmetic and personal care brands that share our commitment to ethical sourcing and fair labour practices. By fostering an internal culture of responsibility and awareness, we aim to pave the way for positive change within the cosmetics industry, setting a high standard in relation to our accountability and integrity.



5b. Modern slavery risk assessment



During FY23, we have worked to understand and assess the modern slavery risks inherent in our supply chains and operations. This review process involved the assignment of risk levels to each part of our supply chain, factoring in elements such as the type of product or service we source, the geographic location of production and the labour practices and ethical standards specific to the cosmetics industry.

During FY24, we will be continuing this risk assessment process. As part of our ongoing efforts, we intend to review published content for the global brands that are partnered with Adore Beauty, to seek further insights into their modern slavery policies and practices. This engagement will include an exploration of their supply chain due diligence, audit findings and worker engagement initiatives, which are often detailed in their own modern slavery statements.

As we mainly source and sell products that are produced overseas by large brands, we are able to review their publicly stated commitments and assess the steps they have taken to prevent and address modern slavery within their own operations and supply chains. We are also able to review the details of any external certifications they may have.

Through training, we have also encouraged our buyers to remain vigilant and aware of the modern slavery risks our business faces. This training supports our teams to identify and work with brands that are engaging in strategic partnerships with organisations that are advocating for greater transparency and accountability in relation to modern slavery practices. These include partnerships that focus on eradicating child labour and the fostering of social empowerment programs.

Through these collaborative efforts and ongoing assessments, we aspire to work towards positive change in the cosmetics industry, and to set a high standard in relation to our ethical sourcing and business practices.

5c. Product Supplier Due Diligence



Adore Beauty is dedicated to responsible sourcing and ethical partnerships. We aim to foster long-term, direct relationships with our suppliers and to collaborate with them to safeguard human rights and to promote ethical business practices. Upholding high standards is at the core of our operations, and this requires the due diligence that we conduct on both our global suppliers and local business partners, prior to our engagement with them.

Our due diligence process may involve conducting supplier assessments, organising site visits and the review of independent audit reports. Our investigations are tailored to

the specific risk profile of each supplier. We will be working to further enhance our due diligence program, to ensure its effectiveness in identifying and mitigating modern slavery risks. In FY24, we are set to augment this program through the implementation of our responsible sourcing guidelines.

To empower our buying teams to make informed decisions, we provide them with training on the industry risks associated with modern slavery. This proactive approach equips them to make prudent choices and effectively mitigate modern slavery risks.

We endeavour as a business to contract only with reputable suppliers, and prioritise engagement with Australian suppliers, especially for our private label brands. Our experienced product team in Melbourne oversees all components of the product and packaging for those brands.

Adore Beauty holds all new brand supply partners to the highest standards, requiring their agreement to modern slavery clauses that have been incorporated into our standard commercial contracts. We carefully select reputable manufacturers and material suppliers, both within Australia and offshore, ensuring they align with our anti-modern slavery practices.

We have established relationships with third-party suppliers for packaging, components, and distributors involved in raw material sourcing. We focus on contracting with reputable, Australian-based suppliers for packaging and void fill, mandating their agreement to modern slavery clauses in our commercial contracts.

This commitment to due diligence and responsible sourcing is an ongoing process. In FY24, we will continue our efforts to gather vital information about our suppliers and their raw material sourcing, factories, workforce, supply chains, and operations.

5d. Services Supplier Due Diligence

As part of our ongoing efforts to uphold ethical standards and to address modern slavery, Adore Beauty will implement a review checklist to be completed by the service providers that we engage across various sectors. Our aim is to ensure that the service providers we engage adhere to a set of comprehensive criteria, including:

- prohibiting the use of forced labour or human trafficking;
- the establishment of robust employment systems and policies to ensure compliance with labour laws;
- facilitating genuine worker grievance mechanisms;
- upholding principles of non-discrimination and equal opportunity;
- allowing freedom of association and collective bargaining;
- educating workers about their labour rights;
- providing industry-specific modern slavery risk training for managers and supervisors; and
- engaging with worker representatives to ensure their voices are heard.

Additionally, Adore Beauty acknowledges our exposure to modern slavery risks through our employees, contractors, and labour-hire employees and delivery partners that service our directly controlled facility in Keilor Park, Australia. We are dedicated to mitigating these risks and ensuring fair treatment and conditions for all workers.

We actively seek reputable third-party labour-hire providers, both within and outside of Australia, with whom we strive to establish relationships built on trust and compliance. The ongoing pandemic has necessitated the introduction of a flexible work model, including working from home and hybrid arrangements. To guarantee safe working environments, we conduct regular visual checks and maintain open lines of communication with our teams.

Our approach involves taking steps to establish relationships, arranging team meetings, provision of training and the confirmation of a safe, slavery-free work environment. We engage in regular dialogue with senior management and teams, conduct annual salary reviews for our internal teams (to ensure alignment with industry benchmarks) and embed detailed modern slavery clauses into all our commercial contracts.

By fostering strong partnerships and maintaining vigilance throughout our operations, Adore Beauty aims to lead by example in eradicating modern slavery from our sphere of influence.

5e. Modern Slavery Policy Review and Development



We expect all employees, suppliers, service providers, and stakeholders to actively support and prioritise the work involved to eradicate modern slavery and where relevant, work closely with them to meet their modern slavery requirements. Employee review and understanding of policies is monitored and completed through the use of the training platform, ELMO.

Adore Beauty's policies set out the ground rules for the way we expect our employees to work, including a zero-tolerance approach to bribery, corruption, and modern slavery. These policies can be viewed on our website at www.adorebeauty.com

We are continuing our work on a supplier facing, clear and comprehensive modern slavery policy that outlines Adore Beauty's commitment to combatting modern slavery.

5f. Modern Slavery Training and Awareness

Education is a fundamental pillar of Adore Beauty's commitment to our valued customers, and we are also focussed on ensuring our team members are equipped with the necessary knowledge on critical issues that affect our business.

In FY23 we have focused on developing awareness and understanding of modern slavery within our organisation. We have developed a comprehensive online modern slavery training module designed to empower our buying teams and relevant staff. The primary objectives of this module are to enable our teams to recognise the signs of modern slavery and to encourage them to report any concerns they may encounter.

We have successfully implemented our online modern slavery training module, extending it to all relevant team members within our business. The module includes an overview of what modern slavery is, how it can manifest in the cosmetics industry, and the related reporting requirements in Australia.

This training also highlights the importance of addressing modern slavery risks within our supply chains and operations. It emphasises the need for team members to take proactive steps towards mitigating these risks and to engage in responsible business practices.

At Adore Beauty, we firmly believe that a well-informed team is central to effecting meaningful change. We are committed to fostering an environment where knowledge and understanding of modern slavery empower our team members to ensure ethical practices are upheld throughout our operations.

5g. Remediation and worker voice



Adore Beauty has processes in place for addressing any identified instances of modern slavery within our operations or supply chains. We advise our team members via our internal training to report any unethical practices or potential modern slavery practices by contacting our compliance team.

Whistleblower channels also provide a means by which Adore Beauty's employees, suppliers and contractors can raise concerns about improper conduct at Adore Beauty, including any conduct relating to modern slavery.

We are aware that information about modern slavery issues could come to the attention of Adore Beauty in a variety of ways such as:

- our review of independent audit reports;
- factory inspections or site visits by our buying teams;
- self-assessments completed by suppliers;
- information provided by Whistleblowers or other informants;
- factory or other workers contacting our business directly;
- through social media or other media channels; or
- through the cosmetics and personal care industry grapevine.

We are working to ensure that Adore Beauty team members understand the need to accurately record any modern slavery related information they may receive and to immediately report any relevant matter to management so that appropriate action can be taken to address the situation.

5h. Collaboration



As we further develop our modern slavery and ethical sourcing program we will work closely with team members who focus on procurement, risk and compliance to integrate modern slavery considerations into new and existing supplier partnerships.

Adore Beauty's diversity and inclusion progress is broad and acknowledges the importance of diversity for its team, customers, and the community. This supports the identification of Modern Slavery risks.

6. ASSESSMENT OF ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISK

6a. How do we assess our progress?

Our Board remains dedicated to overseeing the effectiveness of Adore Beauty's anti-modern slavery program. Adore Beauty will periodically evaluate and enhance our program with the support of consultants by:

- reviewing our procedures against global best practices and some industry peers;
- ensuring our risk assessment processes are pertinent and current; and
- fine-tuning our supplier onboarding and assessment processes.

Adore Beauty set modern slavery goals for FY22-23, which reflected our commitment to addressing this critical issue within our business. These goals included:

1. **Incorporating modern slavery commitments** – this involved collaborating with new partners to integrate modern slavery commitments into our contractual agreements, reinforcing our position on modern slavery.
2. **Comprehensive risk assessments** – we expressed our commitment to conducting risk assessments across all departments within our organisation to identify and address potential modern slavery risks.
3. **Enhancing commercial contracts** – we worked closely with the majority of our existing brand partners to revise our commercial contracts, incorporating modern slavery compliance clauses which reflected our commitment to address modern slavery.
4. **Plans for auditing of partner compliance** – we worked to explore methods to audit and ensure our partners' compliance with the modern slavery commitments outlined in our commercial contracts.

6b. Current goals and objectives

During FY24, we will continue to identify and address our modern slavery risks. Our goals for the next reporting period are:



1. Ongoing supply chain due diligence

We aim to continue the review of our global suppliers and local business partners (for both products and services) to identify and assess our modern slavery risks. This will be done by means of review of our private brand suppliers and also our global brand partners.



2. Modern slavery training and awareness program

We will continue to review and update our internal training and awareness programs for our management and teams to equip them with knowledge and understanding of modern slavery and human rights issues. As our modern slavery compliance program develops, we will review and amend our internal training to incorporate and explain new processes and procedures (such as the implementation of responsible sourcing guidelines) and this updated training will be rolled out annually to our internal teams and made available to new starters.



3. Establishment of clear communication channels

We are aiming to ensure clear and transparent communication about our position on modern slavery and human rights issues, both within our business and externally. This will start at Board level and will be supported by our management team. We want to ensure that all our team members are aware of our modern slavery work and goals, and that there is a whole of business awareness and focus on these initiatives.

We also want to continue to support open and productive communication channels with our suppliers, and encourage them to be open and honest about their own modern slavery challenges, so that we can support them to find solutions and remediate any issues that may arise.

6b. Current goals and objectives cont.



4. Supplier code of conduct

We recognise that our global suppliers operate in many countries that have diverse legal frameworks and operating environments. We will therefore extend our current range of modern slavery related policies by developing and implementing a targeted and comprehensive supplier code of conduct. This will set out and reinforce our specific expectations as a business in relation to ethical sourcing and modern slavery compliance.

This new supplier code of conduct will complement and build on our current **Adore Beauty Code of Conduct** and will set out detailed modern slavery requirements for suppliers including our expectation that they will:

- oppose modern slavery in all forms;
- comply with all local applicable laws and regulations;
- pay fair wages that are in line with legislation and awards for the industry and market;
- provide a safe and hygienic environment for their workers;
- treat all workers in their supply chains with dignity and respect;
- promote a work environment that is free from discrimination, harassment and victimisation;
- monitor their own supply chains for compliance with these requirements and investigate any suspected non-compliance; and demonstrate and provide evidence (upon request) that they take active steps to adhere to the Adore Beauty supplier code of conduct and our ethical sourcing requirements.

6b. Current goals and objectives cont.



5. Responsible sourcing guidelines

Adore Beauty will introduce and implement responsible sourcing guidelines for our buying teams, to ensure that ethical sourcing practices become integral to our procurement processes. These will focus on what our business expects from our suppliers of both goods and services. These guidelines reflect the need for our business to identify, prevent and mitigate adverse human rights impacts that may be associated with our internal or external operations.

The Adore Beauty responsible sourcing guidelines will cover topics such as:

- how our business can engage in responsible and ethical sourcing;
- ensuring compliance with local laws when sourcing globally (especially in relation to integrity, transparency, bribery and corruption);
- how we can work to improve visibility over our supply chains and operations; and
- how team members can raise any modern slavery issues or concerns.

These guidelines will also clearly communicate our expectations in relation to our supply chain and operations and the need to review supplier practices relating to:

- social and labour standards;
- child and forced labour;
- harassment, abuse and non-discrimination;
- freedom of association and rights to collective bargaining;
- wages and benefits;
- working hours;
- health and safety;
- environmental standards;
- hiring of overseas or foreign migrant workers;
- subcontracting and homeworkers; and
- the responsible sourcing of minerals.

Adore Beauty remains committed to fostering a just and responsible cosmetics and personal care industry, and to doing what we can to eradicate modern slavery from our supply chains and operations.