

Beiersdorf





This statement is prepared under Modern Slavery Act 2018 (Cth), reporting on the steps that Beiersdorf Australia Ltd (**Beiersdorf**) and our parent company, Beiersdorf AG have taken during the financial year ended 31 December 2025.

Introduction

Modern slavery can arise in any industry or sector and causes severe harm to those affected. It is frequently connected to other serious issues, including corruption and environmental damage. Beyond its human impact, modern slavery distorts global markets, undermines ethical businesses, and presents significant legal and reputational risks for organisations.

Its widespread nature means it may be present within the global operations and supply chains of Australian businesses

Beiersdorf has a responsibility to uphold human rights, in accordance with the Universal Declaration of Human Rights and codified in the International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights and core International Labour Organization Conventions, the UN Guiding Principles on Business and Human Rights.

Beiersdorf AG is a global company with extensive operations and supply chains, it recognises that its activities can have direct and indirect impacts on workers and communities. This responsibility carries a requirement to proactively identify, prevent, and address risks of modern slavery, ensuring that its business practices align with ethical standards and respect the dignity and rights of individuals throughout its value chain

Beiersdorf AG

Beiersdorf AG is one of the world's leading companies in the consumer goods industry over the headquartered in Hamburg, Germany. Our successful skin and body care brands form the focus of our successful brand portfolio and each brand serves very different areas: NIVEA is aimed at the mass market, Eucerin at the dermo-cosmetics market, and La Prairie as well as Chantecaille in the selective cosmetics market.

With its Hansaplast, Elastoplast and CURITAS brands, Beiersdorf also has a global presence in the field of plasters and wound care.

As of December 2025, Beiersdorf AG employed a total of 22,399 people worldwide within its two business segments.

Beiersdorf Australia Ltd (Beiersdorf)

Beiersdorf Australia Ltd (**Beiersdorf**) is a subsidiary of Beiersdorf AG.

Beiersdorf is headquartered in Sydney, Australia.

It employs 177 people inclusive of part time employees, with branches in Melbourne, Australia and Auckland, New Zealand.

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

Code of Conduct for Business Partners and Policies

We define responsible sourcing as a supply chain in which 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 human rights are prioritised.



This plan is put into action using our Beiersdorf AG and Beiersdorf policies, based on applicable legislation and international standards including UN's "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 UN's "2030 Agenda for Sustainable Development."

- **Code of Conduct for Business Partners (CoCB)** addresses the negative impacts on workers in the value chain identified as material.

The CoCB focuses on four critical areas:

- Human rights and labor standards
- Workplace health and safety
- Corporate integrity
- Environmental protection

The CoCB obliges our business partners to prohibit practices such as child labor, forced labor, human trafficking, discrimination, restrictions on freedom of assembly, and violations of environmental and occupational safety regulations.

The CoCB also mandates the provision of grievance mechanisms. Signing the CoCB is mandatory for direct business partners with an annual business volume exceeding €25,000 (\$41,000 AUD).

It additionally requires business partners to communicate the CoCB's content to upstream partners, irrespective of industry or region. In this way, workers in precarious procurement situations, such as subcontracting, obtain protection to the same extent.

- **Human Rights Policy Statement** relates to matters including responsible sourcing strategies to ensure worker safety and health, and environmental protection across the value chain. It explicitly prohibits child labor, forced labor, and human trafficking.

It also details our approach to human rights protection, covering the areas:

- Setting up risk management (including annual risk analysis and description of prioritised risks)
- Establishing preventive measures in our own operations, at direct suppliers and, where applicable, indirect suppliers, including evaluations of their effectiveness
- Remediation actions in our own operations, at direct and, where applicable, indirect suppliers
- Description of expectations of employees and suppliers concerning human and environmental rights
- Provision of a grievance mechanism. The policy statement therefore addresses the material impacts relating to workers in our value chain, and the material topics freedom of association/collective bargaining, health and safety, and diversity with respect to our own workforce. Scope

- **Responsible Sourcing Policy**

Beiersdorf and Beiersdorf AG source and use renewable raw and packaging materials, the cultivation and production of which may result in negative impacts on affected communities in some cases.



The “Responsible Sourcing Policy” commits us to compliance with environmental, social, and ethical standards as well as legal regulations along the entire value chain. We aim to strengthen the resilience of our supply chains, minimise negative impacts on affected communities and workers in the value chain, and promote positive effects for people and the environment.

The overarching objective of the policy is to encourage our business partners to comply with the relevant standards and applicable laws and enable responsible sourcing throughout the value chain. This includes:

- compliance with international, national, and local laws/requirements,
- upholding human rights for all people and groups along the supply chain, a halt to deforestation, and conversion of natural ecosystems,
- mitigation and minimisation of climate impacts, and
- continual and positive environmental and social improvements in key sourcing areas

The Responsible Sourcing Policy is developed in line with the relevant international frameworks, guidelines, and standards, including the 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), and the principles of free, prior, and informed consent (FPIC).

Risk evaluation: Material Assessment of Risks

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 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

The negative impacts we identified on workers in the value chain may be either systemic or isolated incidents, such as in countries with weak or lacking human rights standards, or due to misconduct by individual business partners.

Beiersdorf AG performs ongoing risk profiling of business partners and suppliers, using reputable third party assessors:

- **“EcoVadis IQ”** . Details are to the EcoVadis IQ assessments are contained in section entitled EcoVadis Assessment and Audits
- **On-Site Audits in line with SMETA**: 4 pillar protocol, a widely used social audit covering four core areas: working conditions, health and safety for employees, environmental performance, and business ethics. The audits are carried out by independent, SMETA-accredited auditors and managed via the Sedex online platform



“Speak Up. We Care” Whistleblower Channel

Beiersdorf offers the Whistleblower Channel for both internal and external individuals to report compliance violations, including human rights abuses.

Employees and workers in the value chain including workers of suppliers to us, can report violations via these systems with protection, security, and – where legally permissible – anonymity.

Reports can be made via the “Speak Up. We Care” system and by an email address for reporting concerns: incidents_cases@beiersdorf.com.

Business partners are required to confirm by signing the CoCB, that they communicate the offered reporting channels within their own organisations or provide their own reporting channels.

Free training offered to business partners to emphasise the importance of whistleblowing mechanisms for workers in the value chain.

For more complex risk supply chains, such as those involving palm oil, we work closely with direct raw material suppliers and other stakeholders, detailed further at section Actions and policies beyond direct business partners to additional workers in the value chain.

In 2025, for all affiliates of Beiersdorf AG (including Beiersdorf), on the topic of human rights violations, no serious problems or incidents concerning human rights relating to the affected communities were reported in the reporting year.

Actions and Policies beyond direct business partners to additional workers in the value chain

- **Sustainable Palm Policy**

As a cosmetics manufacturer, Beiersdorf uses substances based on palm (kernel) oil. As part of the sustainability strategy, palm (kernel) oil has been identified as a high risk raw material. This is due, among other reasons, to negative impacts on the environment and affected communities in the main countries of origin, Indonesia and Malaysia.

The expansion of palm oil plantations is frequently associated with displacement of certain communities and conflicts regarding land rights. The early detection and reduction of negative impacts on (indigenous) communities is therefore a fundamental part of our sustainability agenda.

Sustainability criteria are integrated into the procurement of palm oil-based raw materials, guided by the requirements of international initiatives such as Roundtable on Sustainable Palm Oil (RSPO) certifications.

The Sustainable Palm Policy, addresses matters including upholding human and labor rights, the prohibition of child and forced labor, and respect for the land rights of local communities. We also commit ourselves and require our business partners to comply with the FPIC principles throughout our supply chain for palm-based raw materials (palm oil, palm kernel oil and their derivatives).

This Policy is supplemented with the “Sustainable Palm Roadmap,” which focuses on sustainability certifications, transparency in the supply chain, and promoting transformation in the sourcing countries.

• Policies Related to Affected Communities

We take strict precautions to ensure that our procurement is as responsible as possible and that the human rights of indigenous communities are upheld, by defining minimum standards for the recognition, protection, and promotion of the rights of indigenous communities, which are set out in more detail in the policies presented below.

These standards concern both individual and collective rights, as well as cultural rights and identity, the right to education, health, employment, language, equal rights, and effective participation in all matters affecting them. In order to meet these obligations, we require all direct business partners to comply with our internal policies and their requirements in their own business activities and along their entire value chains.

Through our policies, we communicate our requirements along the supply chain and work with our suppliers to cascade these requirements further upstream within their own supply chains.

Compliance is verified, for example, through external certifications such as RSPO, through verification measures, including support provided by the Action for Sustainable Derivatives (**ASD**) initiative, as well as through the identification of complaints and incidents.

EcoVadis Assessment and Audits

Risk profiling is conducted at the level of individual business partners and suppliers.

To achieve this, we use external "EcoVadis IQ" software to generate a risk categorisation 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 for 2025, a Human Rights and Labour assessment, including acceptance of measures in the Code of Conduct was undertaken for suppliers.

Results of this Assessment:

Medium Risk

- Four suppliers were flagged as medium risk requiring audit. A quality audit undertaken by SMETA took place with each of the suppliers in 2025.

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. These four suppliers will be followed up for further indicative assessment.

High Risk

- One supplier has been identified as having a critical audit EcoVadis score of below 25 in 2024, and was flagged for Corrective Actions during the following audit year 2025.

Re-assessment of this supplier has resulted in a continuous critical score when re-assessed in 2025. As a result, this supplier is in the course of being exited.

Targets Related to Workers in the Value Chain

Beiersdorf AG has established targets aimed at preventing potential negative impacts on workers in the value chain.



The data basis is derived from internal master data and contract management systems, and from the external "EcoVadis" IQ platform.

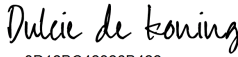
Business partners who sign our CoCB are familiarised with our environmental and human rights requirements and commit to respecting them and ensuring that there will be no negative impact on workers.

Assessments and Matters Addressed by Beiersdorf and Beiersdorf AG's Management, and Supervisory Bodies

In addition to the reporting, monitoring and actions undertaken by Beiersdorf, Beiersdorf AG's Corporate Sustainability representatives regularly reports to the Beiersdorf AG Executive Board and Supervisory 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.

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

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Dulcie de Koning
Managing Director