

## **Olaplex, Inc.**

### **Modern Slavery Statement**

Olaplex, Inc. (“Olaplex,” “we” and “our”) has prepared this statement to describe our practices to address risks related to modern slavery, forced labor and child labor in our operations and supply chain during our fiscal year ended December 31, 2023 (“fiscal year 2023”). This statement was approved and adopted by the board of directors of Olaplex, Inc. on June 28, 2024 and by the board of directors of Olaplex UK Limited on July 2, 2024 and is intended to comply with the modern slavery reporting requirements in the following jurisdictions: Olaplex, Inc. with respect to the California Transparency in Supply Chains Act of 2010, the Australia Modern Slavery Act 2018 and the Canada Forced and Child Labor in Supply Chains Act (the “Canada Act”); and Olaplex, Inc. and Olaplex UK Limited with respect to the UK Modern Slavery Act 2015 (with references in this statement to “Olaplex” applying equally to Olaplex UK Limited). This statement has been prepared in consultation with Olaplex UK Limited.

### **Our Organizational Structure, Operations and Supply Chain**

Olaplex is an innovative, science-enabled, technology-driven beauty company. Since our inception in 2014, we have focused on delivering effective, patent-protected and proven performance in the prestige hair care category.

We acquire raw materials, components and packaging from third-party suppliers. Our finished products are manufactured in the U.S. and Europe by five manufacturers. Three of these manufacturers are located in the U.S., one is located in Europe, and one maintains facilities in the U.S. and Europe. We utilize third parties with key operational facilities located inside and outside the U.S. to warehouse and distribute our products for sale throughout the world.

Our products are offered through professional, specialty retail and direct to consumer (“DTC”) channels. In our professional channel, our products are sold primarily through wholesale beauty supply distributors who then sell those products to professional beauty industry outlets, such as professional beauty supply stores, salons and licensed professional hairstylists, for use in the salon or for professional hairstylists to sell to consumers for use at home. In 2023, we sold our products through over 115 professional distributors. Our specialty retail customers include specialty retailers with online and/or brick and mortar presences. In 2023, we sold our products through approximately 60 retailers in more than 20 countries throughout the world. In addition, we sell our products directly to consumers through our branded website, Olaplex.com, and third-party e-commerce platforms, including Amazon and pure play beauty and wellness partners.

As of December 31, 2023, Olaplex, Inc. and its subsidiaries employed 233 employees and leveraged contractors to supplement work in areas such as technology, operations and accounting.

Olaplex, Inc., a Delaware corporation, is an indirect wholly owned operating subsidiary of Olaplex Holdings, Inc. Olaplex UK Limited, a private limited company incorporated in England and Wales, is a wholly owned subsidiary of Olaplex, Inc. Olaplex, Inc. and Olaplex UK Limited have consolidated practices and policies in place to address risks related to modern slavery, forced labor and child labor, as described in more detail below.

## **Our Modern Slavery Practices and Policies**

Olaplex is committed to conducting business in accordance with our corporate values. Our Code of Conduct and Ethics (our “Code of Conduct”) outlines our expectations for our directors, officers, employees and “business associates”, which includes our brand ambassadors, brand advocates, vendors and contractors performing services or carrying out activities on behalf of Olaplex. We expect our directors, officers, employees and business associates to act ethically and conduct themselves with the highest level of integrity in all dealings with coworkers, customers, suppliers, business partners, and the communities in which we operate.

Our Code of Conduct requires all directors, officers, employees and business associates to comply with all applicable federal, state, local and foreign laws and regulations, which includes laws related to labor and worker health and safety and the elimination of modern slavery. We consider any violation of our Code of Conduct to be a serious breach of our trust, and a violation may result in disciplinary action, up to and including termination. We encourage individuals to report violations of our Code of Conduct to their supervisor, to our Legal Department, to our Human Resources Department or through our anonymous hotline, and we expressly forbid retaliation against any person who, in good faith, reports suspected misconduct. Every Olaplex employee receives annual training with respect to our Code of Conduct and reporting concerns regarding any potential violations. In fiscal year 2023, we did not provide our employees with specific formal training regarding human trafficking and modern slavery.

Because we do not manufacture our own products, we consider the greatest risk of modern slavery, forced labor and child labor to exist in our product supply chain, as we do not have direct control or oversight over the conduct of our third-party suppliers and service providers. To address this risk, prior to engaging certain suppliers, we conduct risk assessments using a third-party service provider. Based on the results of such assessments, we conduct additional due diligence as needed. Further, as part of our supplier onboarding process, we perform due diligence on select suppliers using an online ratings service to help us assess those suppliers’ environmental impact, as well as their labor and human rights, ethics and sustainable procurement practices. Our standard contractual terms with suppliers require compliance with all applicable laws. In fiscal year 2023, we did not require our direct suppliers to specifically certify that materials incorporated into our products comply with the laws regarding human trafficking and slavery of the country or countries in which the suppliers are doing business.

In fiscal year 2023, other than the due diligence processes described above, we did not engage in audits of our suppliers relating to human trafficking and slavery. If we were to suspect that a supplier was in violation of our Code of Conduct, we would conduct an inquiry. If a potential violation were to be identified, we would address the issue with the supplier in an effort to ensure that any violation was promptly remediated. If a non-compliance issue were not resolved in a timely manner, then we would re-evaluate our business relationship with that supplier, up to and including termination of the business relationship.

In fiscal year 2023, we did not identify any forced labor or child labor in our activities or our supply chain. As such, we did not take any measures specifically targeted at remediating forced labor, child labor or the loss of income to vulnerable families that resulted from any measure taken to eliminate the use of forced labor or child labor in our activities and supply chain.

We anticipate that our review and assessment of our actions to identify and address risks related to modern slavery, forced labor and child labor in our operations and supply chain will be an ongoing and evolving process. In fiscal year 2023, although we did not identify any forced labor or child labor in our activities or our supply chain, we were not yet in a position to assess the effectiveness of our measures to assess and address risks related to modern slavery, forced labor and child labor. Moving forward, we intend to develop and adopt processes to review the effectiveness of such measures, particularly as they relate to our third-party suppliers and service providers.

In accordance with the requirements of the Canada Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this statement for Olaplex, Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this statement is true, accurate and complete in all material respects for the purposes of the Canada Act for fiscal year 2023. I have authority to bind Olaplex, Inc. I am providing this attestation in my capacity as an officer of Olaplex, Inc. and not in my personal capacity.

Signed for and on behalf of Olaplex, Inc.



Name: Amanda Baldwin

Title: Chief Executive Officer

Date: July 9, 2024

Signed for and on behalf of Olaplex UK Limited



Name: Amanda Baldwin

Title: Chief Executive Officer

Date: July 9, 2024