



WEIYU ME

**DISCLOSURE
STATEMENT ON
MODERN SLAVERY**

JUNE 2023



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SECTION 1

STRUCTURE, BUSINESS AND SUPPLY CHAINS

Modern slavery covers a variety of legal concepts including forced labour, debt bondage, forced marriage, slavery and slavery-like practices, and human trafficking.

According to the International Labour Organization's (ILO) Forced Labour Convention, 1930 (No. 29) and reaffirmed by Forced Labour Protocol (2014), forced labour covers all situations where "work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily."

Forced labour is different from sub-standard or exploitative working conditions; in addition to being a serious violation of fundamental human rights and labour rights, the exaction of forced labour is a criminal offence.

Various indicators have been developed by the ILO to ascertain when a situation amounts to forced labour.

The indicators are:

- Isolation
- Abusive working and living conditions
- Physical and sexual violence
- Excessive overtime
- Intimidation and threats
- Debt Bondage
- Retention of identity documents
- Abuse of Vulnerability
- Deception
- Withholding of wages
- Restriction of movement

The International Labour Organization (ILO) estimated in 2017 that 40.3 million people are victims of modern slavery with 16.5 million victims in Asia-Pacific.

Of the 24.9 million people trapped in forced labour, the majority (16 million) work in the private sector, including global supply chains.¹ Those figures are expected to rise dramatically owing to the impact of the Coronavirus pandemic, with well over 8 million cases and over 440,000 deaths globally as of June 2020.

Besides the health implications of the disease, the economic crisis and resulting disruptions to global supply chains presents unprecedented challenges for the world's most vulnerable workers.

The coronavirus pandemic will act as a catalyst to reverse the trend of reduced poverty and erase valuable progress. The World Bank estimates that as a direct consequence of COVID-19, nearly half a billion people could be pushed below the poverty line, highlighting the magnitude of this economic shock.

Those in extreme poverty, or those living on less than US\$1.90 a day, could rise from 40 million to 60 million people; the number of people living on less than US\$3.20 a day from 40 million to 150 million; and those living on less than US\$5.50 a day from 70 million to 180 million.²

Against this backdrop, the impetus has never been greater for Meiyume to take a proactive approach to addressing modern slavery; this includes ensuring respect for workers' human rights and health and safety. We are also working with the beauty industry to promote adequate labour law protection, social security coverage, safe migration channels, non-discrimination and the right to freedom of association and collective bargaining for all workers.

The scale and complexity of the challenge requires proactive action and collaboration among a variety of stakeholders including governments, international organizations, civil society and the private sector.

The Sustainable Development Goals (SDG) including the adoption of three specific targets related to forced labour, human trafficking and safe migration, represent an opportunity for Meiyume to work in partnership with others to ensure stronger due diligence over the supply chains, and to encourage robust labour market and migration governance in the countries where we operate.³

Our disclosure statement on modern slavery is published in accordance with the UK Modern Slavery Act (2015) and the SB657 California Transparency in Supply Chains Act. It sets out the steps taken from Jan – Dec 2021 to meet commitments made in our earlier statements and outlines our 2022 modern slavery strategy and commitments.

The statement is fully supported and approved by our Board of Directors and signed by our Company CEO, Thierry Rabu.

1. Modern slavery covers a variety of legal concepts. It refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception and/or abuse of power. ILO Estimates of Modern Slavery, International Labour Office (2017) Geneva.

2. World Bank Blog "The impact of COVID-19 (Coronavirus) on global poverty" available at <https://blogs.worldbank.org/opendata/impact-covid-19-coronavirus-global-poverty-why-sub-saharan-africa-might-be-region-hardest>

3. The SDGs supplement the existing international framework on forced labour and child labour. Including: Child Labour Conventions and Recommendations (C138 and R46; C182 and R190); United National Convention on the Rights of the Child; Buenos Aires Declaration on Child Labour, Forced Labour and Youth Employment (2017); ILO Forced Labour Conventions, Recommendations and Protocols (C29, P29, R35 and R203; C105); and The Palermo Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children.

WE ARE THE BEAUTY COMPANY BEHIND THE BEAUTY INDUSTRY

A. BUSINESS STRUCTURE

Meiyume is the beauty company behind the beauty industry. Through our industry experts and global network of suppliers and partners, we delivery transformative, inspired solutions for brands both big and small, and empower them to disrupt the beauty industry.

With our multicultural heritage and our international team of beauty specialists working across fields, Meiyume provides customers with a diversity of expertise and insight that is at the top of the industry.

Meiyume, a fusion of MEI (美), Chinese for beauty, and YUME (夢), Japanese for dream. This rebranding represents both the evolution of our company as well as our vision for the future: elevating our brand while maintaining our identity as a company that pushes the beauty industry towards the future.

Meiyume is owned by the Fung Group (55%) and Hony Capital (45%) and operate in two key divisions: Packaging & Turnkey and Retail Solutions.

Our people are at the center of all that we do. We are committed to their wellbeing and career development. Connecting, Appreciating, Responding to and Encouraging our people – what we know as 'C.A.R.E' – is a core engagement initiative at Meiyume. It drives our efforts to provide a working environment that is entrepreneurial, engages employees and fosters a long-term commitment to the company.

As of 31 December 2022, the company employs 2,070 people across 11 offices globally and five manufacturing facilities (China, Indonesia, Thailand, United Kingdom and the United States) and three production regions (Americas, Europe, and Asia).

	PERMANENT/ CONTRACT	TEMPORARY
FEMALE	51%	67%
MALE	49%	33%
GRAND TOTAL	100%	100%

B. SUPPLY CHAIN



OUR SUPPLIERS	#
Number of suppliers having signed the supplier code of conduct	538
- Share of suppliers having signed the supplier code of conduct (% COC)	58%
- Share of suppliers contracts containing CSR clauses	17%
- Share of suppliers self-assessed on CSR issues (% SAQ)	30%
Number of suppliers having submitted an external on-site audit CSR certification	160
Number of suppliers having undergone a CSR audit from Meiyume	18
Number of suppliers having undergone a CSR audit through a 3 rd party	5
Total number of targeted suppliers needed to be audited on CSR issues	160
- Share of suppliers audited on CSR issues	86%
Total number of suppliers who have failed a CSR (score D or F)	34
Number of audited/assessed suppliers engaged in corrective actions	34
TOTAL NUMBER OF SUPPLIERS	901

C. SUSTAINABLE DEVELOPMENT GOALS

Meiyume is a signatory to the UN Global Compact since 2022 and has incorporated the UN Sustainable Development Goals in our strategy development since their introduction in 2015. The following are SDG goals which are particularly important for Meiyume:

5 GENDER EQUALITY

SDG 5: Achieve gender equality and empower all women and girls
Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

8 DECENT WORK AND ECONOMIC GROWTH

SDG 8: Decent Work and Economic Growth
Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

10 REDUCED INEQUALITIES

SDG 10: Reduced Inequality
Target 10.7: Facilitate orderly, safe, and responsible migration and mobility of people, including through implementation of planned and well-managed migration policies.

SECTION 2

POLICIES IN RELATION TO MODERN SLAVERY AND HUMAN TRAFFICKING

A. RISK MANAGEMENT AT BOARD LEVEL

To achieve a successful integration of sustainability, we have defined clear responsibilities to manage our sustainability strategy and implementation across all departments. We manage sustainability across the organization at three levels: oversight, monitoring, and control.

Meiyume's highest governance body is the Board, led by the Chairman of the Board (the "Chairman"). The Board is responsible for oversight; this includes following and approving our sustainability strategy and performance, and ensuring an effective risk management and internal control, and compliance with laws and regulations.

The Board established the Audit, Risk Management and Sustainability Committee (the "Committee"), which has three members and is led by the Chairman. The Committee meets at such times as shall be necessary or appropriate, and their duties include monitoring the external auditors' effectiveness of the audit process, providing oversight of financial reporting system, risk management and internal control systems, and reviewing the Company's policies, practices and

strategies on corporate responsibility and sustainability.

The Board appoints internal and external auditors to exercise the monitoring function. The monitoring function includes supporting the Board in the evaluation of risk management and internal control systems to identify areas for improvement.

The monitoring of corporate governance disclosure and statutory rules compliance is an important part of the process. Finally, where warranted due to specific cases, this also includes undertaking of independent investigations to validate compliance with policies set by the board.

Our Sustainability Team, which provides feedback to the Committee on sustainability-related matters, is responsible for setting and monitoring the implementation of relevant sustainability policies, and executing the sustainability strategy. The Sustainability Team works cross-functionally with all departments to drive effective integration of sustainability into our operations and to achieve our sustainability commitments and targets.

B. CROSS-DEPARTMENTAL SENIOR LEADERSHIP FOR MODERN SLAVERY

Engagement of senior leadership across the company is crucial to drive effective corporate responses and policies to end modern slavery. At Meiyume, several different departments contribute to the company's efforts to end modern slavery, with the involvement and oversight of senior leadership.

The Meiyume Vendor Compliance & Sustainability team is responsible for overseeing our vendor compliance operations and working with customers to strengthen compliance and sustainability performance – including overseeing risk assessments and due diligence measures to end modern slavery. The team meets every week and .The Head of Sustainability reports directly to the Executive Director of Global Supply Chain Operation who maintains independence from external and internal stakeholders by reporting directly to the company President.

Human Resources also play an important part. Our HR professionals help raise awareness by rolling-out our e-learning training on modern slavery for colleagues and by ensuring responsible recruitment within our own organization, including Meiyume-owned and operated production sites.

C. CODES OF CONDUCT AND BUSINESS ETHICS (THE CODE)

The Meiyume Code of Conduct and Business Ethics (the Code) requires all employees and Directors to adhere to the ten principles of the UN Global Compact and the principles contained in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, including the elimination of forced labour.

All new employees learn about the Code during orientation, supported by additional training during the course of their employment.

Policies and guidelines for addressing the Code are implemented in the acquisition of any new businesses and through our ongoing

recruitment, training, performance assessment, disciplinary and grievance processes.

The Code also requires all employees to work with suppliers to ensure human and labour rights are upheld throughout the supply chain. For ease of reference and as a constant reminder, the Code and its accompanying policies and guidelines are available on One Family, our internal communications platform, and externally on our website. Compliance with the Code is overseen by HR, Legal and/or Corporate Governance divisions. 100% of relevant employees have undergone training on the Code as of 31 December 2022 and over 95% completion is targeted as a continuous KPI.

Managing supply chain risk starts with Meiyume's Supplier Code of Conduct (Supplier Code). The principles enshrined in the Supplier Code are grounded in the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO)'s 1998 Declaration on Fundamental Principles and Rights at Work, as well as local law. The Supplier Code incorporates guidelines on social, environmental and security standards as well as

practical resources for implementing standards within factory operations and recommendations for best practice. All forms of modern slavery and child labour are considered zero-tolerance issues which require full remediation and may result in termination of business. The Supplier Code is available to suppliers in multiple languages and incorporates guidelines on social, environmental and security standards as well as practical resources for implementing standards within factory operations.

The Supplier Code is updated every three years, with the latest update completed in July 2020. The updates incorporate emerging requirements, including strengthened standards related to safe workplaces, labour, human rights and environmental resilience. New provisions were also added in line with the adoption of ILO General Principles and Operational Guidelines for Fair Recruitment and Convention No. 190 and Recommendation No. 206 on combatting violence and harassment at work. The next COC update is slated for 2023.

To introduce the updated version, we hosted five training sessions (online and in-person) delivered in the local language of the area, which were attended by 52 suppliers. The training highlights all key changes, their potential impact and requirements for adherence. To date 169 suppliers have signed their acceptance of the new Code with the remainder required, exceed 99%.

D. RESPONSIBLE RECRUITMENT POLICIES

One of the greatest drivers of modern slavery in all economic sectors is the exploitation of migrant workers occurring at the hands of some unscrupulous recruitment agencies and/or labour brokers. Abusive recruitment practices, including a worker’s payment of excessive recruitment fees and related costs, are the most common entry point for modern slavery.

Even fees authorized by law can amount to over US\$6,000, burdening a worker and their family with high loan and interest payments.

Migrant workers are most at risk of excessive fees as they often pay twice – both at the home country and destination country.⁵

Costs go to multiple intermediaries, which are typically not regulated by local authorities. Workers who fall into debt may become trapped in abusive working conditions with low or no wages.

The International Labour (ILO) Organization, in its Recommendations of Supplementary Measures for the Effective Suppression of Forced Labour, calls out the corporate responsibility of “protecting persons, particularly migrant workers, from possible abusive and fraudulent practices during the recruitment and placement process” in combating forced labour.

Additionally, the ILO issued General Principles and Operational Guidelines for Fair Recruitment stating that companies should include “human rights due diligence assessments of recruitment procedures and should address adverse human rights impacts with which they are involved.”

In line with those commitments, Meiyume launched a Policy to ensure Responsible Recruitment is implemented across our Company and in our supply chain.

KEY HIGHLIGHTS – MEIYUME RESPONSIBLE RECRUITMENT POLICY



EMPLOYER PAYS PRINCIPLE

Suppliers shall take steps to ensure workers do not pay recruitment fees or related costs to get a job. Suppliers shall ensure that where employees have paid recruitment fees or related costs, that workers are reimbursed. In the first year of implementation the focus is on illegal recruitment fees and costs with the goal to progressively cover all fees and costs. The progressive implementation gives suppliers time to prepare for the changes and to put the systems in place to recruit responsibly.



DUE DILIGENCE

Prior to selection, suppliers shall undertake a formal screening of labour recruiters to assess commitment and capacity to meet the requirements set forth in the policy. Suppliers shall also have a written contract with labour recruiters incorporating all principles of responsible recruitment and shall conduct ongoing risk assessments and audits, including interviews with migrant workers to evaluate adherence to the contract.



DIALOGUE AND TRAINING

The policy was developed based on dialogue with workers, management and industry partners. In-person consultations took place in Taiwan to better understand the different stakeholder perspectives on responsible recruitment. The policy is being coupled with in-person training and e-learning for colleagues and suppliers to better understand how to implement the policy.

5. Destination country refers to the country where the migrant worker secures employment.

SECTION 3

RISK ASSESSMENT, PREVENTION AND MITIGATION

A. OVERVIEW OF EXISTING RISK ASSESSMENT POLICIES AND PROCEDURES

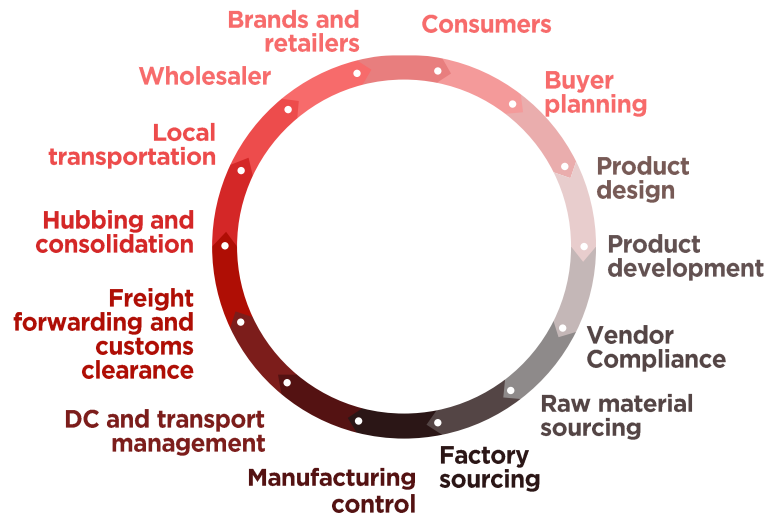
We acknowledge that there are modern slavery risks that exist in the sectors and markets where we operate. The challenge is to proactively identify and dissect modern slavery risks at various levels (region, country, facility, worker and product) so they can be effectively mitigated or otherwise addressed.

Risk assessment cannot be a static exercise. As modern slavery risks evolve and emerge in response to changing social, economic and political trends, it is important that we use knowledge from our industry partnerships together with our own supply chain insights to actively stay on top of developments. In 2019 our risk assessment included the following key sources of information.

- ❖ Mekong Club's Risk Assessment Matrix, Quarterly Working Group and Knowledge Hub
- ❖ Ethical Trade Initiative Beauty and Cosmetics Working Group
- ❖ Ethical Trade Initiative Modern Slavery Working Group and COVID-19 Resources
- ❖ Centre for Child Rights and Corporate Social Responsibility's (CCR CSR) Working Group
- ❖ US Department of Labour's List of Goods Produced by Child Labour or Forced Labour
- ❖ ILO Global Estimates on Modern Slavery
- ❖ Walk Free Foundation 2018 Global Slavery Index
- ❖ SOMO, "Global Mica Mining and the Impact on Children's Rights"
- ❖ Business and Human Rights Resource Centre - COVID-19 Outbreak: Supply Chain Workers

A new risk assessment is scheduled to be conducted by the end of 2022.

B. MAP OF THE BEAUTY SUPPLY CHAIN HIGHLIGHTING KEY MODERN SLAVERY RISKS, PREVENTION AND MITIGATION MEASURES



RAW MATERIAL

Traceability to the raw material level is difficult as both plant and mineral-based supply chains can be highly fragmented and opaque.

Key risks include:

- Under-age seasonal harvest work (plantations)
- Forced and trafficked labour, including state imposed (plantations)
- Modern slavery risks in mining and conflict regions (mineral-based)
- As part of our sustainability commitments, we will progressively improve visibility over our raw materials, which means knowing the origin of the plant or mine and the country in which it was produced.

Our Supplier Code of Conduct states that Suppliers must not use or purchase raw materials from regions or countries with systemic forced labour nor can suppliers use or purchase conflict minerals which may directly or indirectly finance or benefit armed groups. As Meiyume increases visibility to the raw materials supply chain, we improve our assessment of modern slavery risks.

PROCESSING & MANUFACTURING

We evaluate social and environmental performance with manufacturing suppliers through regular audits and unannounced spot checks.

PACKAGING & DISTRIBUTION

Shipping remains the most common means of transporting goods because its environmental impact is lower and is generally less expensive than by air. Yet isolation at sea and the global nature of the industry makes abuses hard to detect than at land-based sites. Many workers in the logistics and transportation industry are also migrant workers, which place them at a high-risk of exploitation. Although Meiyume does not have control over the downstream transportation of most products manufactured, we continuously look for modern slavery vulnerabilities in cases where our shipment terms include inland distribution.

DISPOSAL & RECYCLING

Collection and recycling of waste products in developing markets largely devolve upon the informal sector. Key risks include:

- Under-age work in impoverished communities for the collection of recyclable waste
- Underpayment of wages or lack of minimum wage standard for informal sector

C. MODERN SLAVERY RISKS, MITIGATION AND PREVENTION MEASURES IN PRODUCTION MARKETS

Meiyume's assessment of the Modern Slavery risks present in its supply chain has shown some potential exposure. Our supplier base and production analysis has shown that we have exposure to the following:

FOCUS ON MICA

Mica is one of the most important mineral ingredients used in cosmetics. The mineral-based material is mainly for make-up - mascara, foundation, blushers, facial powder, concealer, moisturizer, eye liner, eye shadow, lipstick, lip balm, lip gloss, lip liner - and nail polish.

Mica is mined mostly in India and China, followed by the US and Europe. Mica, particularly when coming from illegal mines, has also been linked to child labour and serious health and safety issues. Meiyume sources mica from Brazil, China, India, Japan, Malaysia, Pakistan, and the US.

Although the use of Mica in Meiyume's supply chain is minimal, Meiyume will only work with trusted and carefully vetted suppliers in order to uphold human and social rights as outlined in our Mica Responsible Sourcing Policy.

In order to be selected as a partner, our suppliers must implement the following actions:

- Source mica from legal, gated mines to ensure full traceability
- Committed to no child labour or forced labour
- Conduct regular social audits by independent third parties and regularly organize mine visits

The majority of Meiyume mica suppliers are also part of the Responsible Mica Initiative.

FOCUS ON PALM OIL

Palm Oil and its derivatives are ubiquitous the manufacture of beauty and cosmetics products. With applications in beauty formulations, Palm Oil and its derivatives make up the majority of Meiyume's formulation raw material spend. Palm oil is primarily produced in Malaysia and Indonesia.



Sustainability issues involving palm oil have come to public attention through issue advocates and news coverage over the past 15 years. Meiyume is part of the Roundtable for Sustainable Palm Oil. Meiyume mitigates modern slavery risks from the purchase of palm oil and its derivatives by purchasing from traceable sources. We acknowledge a residual risk lies in the purchase of other goods which may use palm oil or its derivatives where we rely on our suppliers to ensure there is no modern slavery in their supply chain.

SECTION 4

DUE DILIGENCE



A. MONITORING AND GRIEVANCE MECHANISMS

Compliance with the Supplier Code is assessed by designated third-party audit firms. All of our direct suppliers are audited according to a timeline, which varies according to their level of risk. The performance of our third-party audit firms is monitored by a robust system of key performance indicators covering areas such as integrity, performance and accuracy.

We also rotate the audit firms who conduct our onsite audits to maximize the strengths of each firm and to reduce the risk of collusion with factory management.

Meiyume accepts audits from twelve recognized social and/or environmental compliance standards that meet our requirements as part of our audit “equivalency” program.

This mutual recognition program has drastically reduced audit duplication and allows supplier resources to be reallocated to the sustainable improvement of critical issues.

As part of our assurance program on factories audited against industry and customer standards, Meiyume and designated third-party audit firms conduct unannounced spot checks on factories, with a particular focus on factories in countries where there are increased risk factors, such as a lack of transparency, or presence of vulnerable groups of workers.

B. REMEDIATION

Meiyume has a remediation program to continuously improve performance in our supply chain. When non-compliances are identified through audits, the non-compliance is recorded into a standardized monitoring system and discussed with the factory. The factory then develops a corrective action plan with a root cause analysis and focus on prevention.

When critical or zero-tolerance issues are identified, the factory is required to remediate violations with progress monitored by Meiyume's vendor compliance and sustainability team. If the violations have not been systematically remediated, business is discontinued after agreeing on a responsible exit plan.

Remediation guidance includes:

- Information on immediate corrective action to be taken in cases of non-compliance, including providing assistance to the affected persons (the rights' holder) and paying back any outstanding wages or fees (where relevant)
- Preventative action, including the use of third-party experts to assist the factory in changing its management systems or policies that may have contributed to the violation
- Business consequences as needed related to both the non-compliance and any failure to remediate

To date, no cases of modern slavery have been identified in Meiyume's business or supply chains, however we understand that remediating cases of forced labour is challenging given the severity of the issue, the time needed for sustainable improvement, and the need to balance consequences for zero-tolerance findings (termination) with remediation needs (which may require factory support). If such cases were to be found, we would engage a third-party specialist to assist with the remediation to generate the best possible outcome for impacted worker(s).

We acknowledge that with the COVID-19 pandemic, we must continue to explore ways on how to effectively use new technology and digitalization to continue remediation efforts despite restrictions on travel and social interaction.

SECTION 5

TRAINING AND CAPACITY BUILDING



A. MEKONG CLUB

We believe that participating in partnerships that join key stakeholders in the fight against modern slavery, will lead to increased success in building the required leverage and impact to address the issue.

To this end, Meiyume recently joined the Mekong Club, a membership-based organization focused on working with companies that have an active passion for eradicating modern slavery.

We have nominated a representative to be a point of contact for Mekong Club and to coordinate the access to Mekong Club's suite of tools and resources to educate staff about modern slavery issues. Through industry-specific networks and expert training, the club is a catalyst for change – engaging, inspiring and supporting the private sector to lead in the fight against modern slavery.

B. E-LEARNING ON MODERN SLAVERY

In Aug 2021, we started many initiatives in order to build and sustain a culture of integrity and high ethical standard at Meiyume.

Roll out of our online awareness training on our Code of Conduct and Modern Slavery, the training takes around 2 hrs each time. Our goal is to maintain 95% of employee's completion at all times. As of 2022, we have over 95%



SECTION 6

**EFFECTIVENESS,
MEASURED
AGAINST
APPROPRIATE
KPIs**

COVID-19 has imposed challenges on the roll out and monitoring of our responsible recruitment policy across the planet. Travel restrictions have made it difficult to conduct onsite audits to monitor suppliers.

To alleviate the travel challenges, Meiyume has developed a remote auditing process using video conferencing and rigorous documentary due diligence. This allows our internal auditing teams to exercise oversight over our suppliers notwithstanding any travel restrictions, we improved the remote audit tool since 2021, including workers interview online, it has proven effective in identifying wage and working hour related issues within the supply chain.

Meiyume's focus for this coming financial year is using predictive analysis to anticipate modern slavery issues in our supply chains and reduce modern slavery risk. We intend to restart victim-centric remediation, should any forms of modern slavery be detected. Particular attention will be paid to ensuring new risks and vulnerabilities in the supply chain arising from COVID-19 are addressed.

We aim to achieve this through:

1. The effective implementation of our new Responsible Recruitment Policy (RRP)
2. Creating an informed and empowered cohort of employees and supply chain partners
3. Increased transparency in high-risk areas of the supply chain through proactive investigation
4. All cases of modern slavery managed in compliance with our Remediation Program