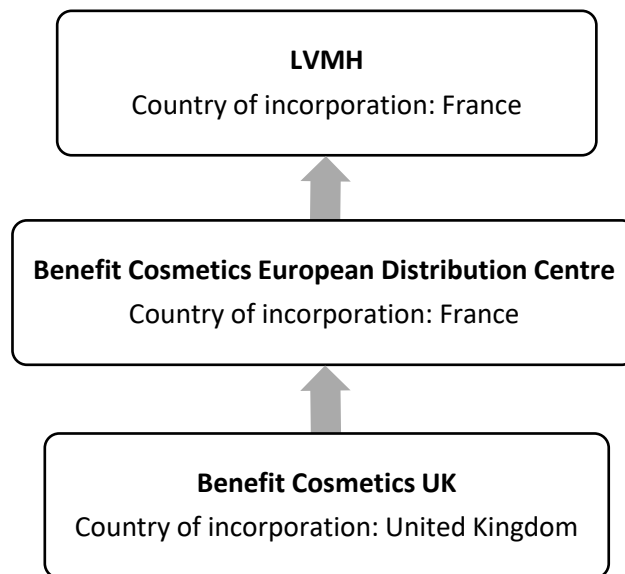


Modern Slavery Statement

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps Benefit Cosmetics UK has taken during its financial year ending 31 December 2024 to ensure that slavery, servitude, forced or compulsory labour, and human trafficking (collectively, "Modern Slavery") is not taking place in any part of its business or in its supply chains.

Organisational Structure



Business

Benefit Cosmetics is part of the LVMH Group. Benefit UK sells and distributes premium and high-quality makeup products to retailers and end customers under the Benefit trademark in the United Kingdom. Products are sold in physical retail stores and online.

Benefit UK employs 494 staff members in the UK that are permanent and fixed term. Third parties are outsourced for security, cleaning & logistics purposes.

Supply Chains

Benefit UK mostly purchases products from Benefit Cosmetics' European Distribution centre located in France.

Benefit Cosmetics products are sold in UK retail stores that are purchased mostly from Benefit Cosmetics' European Distribution

Centre. Products are mainly manufactured in France and the United States.

Policies and Practices

Benefit's commitment is to act with integrity in all its business dealings and to promote ethical conduct, to enhance compliance with applicable laws and to provide guidance with respect to business conduct. It has a number of policies that are relevant to this commitment, which set out what LVMH expects from its employees, internal business, and its external suppliers.

Key Policies are:

1. LVMH Suppliers Code of Conduct

LVMH Group requires suppliers to share its commitments and act in full compliance with the relevant laws, including all national, local, and international laws relating to the management of their businesses.

Benefit ensures that it requires its suppliers to seek approval before subcontracting any part of their supply chain process and approval is subject to acceptance by the subcontractor of the LVMH Suppliers' Code of Conduct and all other applicable conditions that LV Group determines. The policy states the following:

"Prohibition of child labor

Work by children under the age of 16 is strictly prohibited. In countries where local laws set a higher age for child labor or set an age for completion of compulsory education higher than 16, the highest age is applicable. Workers under the age of 18 shall not perform any overtime or hazardous work or work a night shift. Business Partners may use lawful, properly managed workplace apprenticeship programs such as student internships

Prohibition of forced labor and human trafficking

The LVMH group does not tolerate any form of abusive or illegal labor in its supply chain such as forced labor or human trafficking. All forms of forced labor, slavery, servitude or trafficking in human beings by Business Partners, as well as withholding identity papers or work permits or requiring workers to deposit a bond or the use of any other constraint, is strictly prohibited. All workers are entitled to accept or leave their employment freely. Business Partners must respect workers

freedom of movement. Business Partners cannot require workers to work to repay a debt to them or to a third party."

Suppliers must also commit to offer fair and equitable pay practices and comply with local laws with respect to working hours.

2. LVMH Code of Conduct

LVMH expects its employees and suppliers to engage in and promote honest and ethical conduct, comply with all applicable laws, rules and regulations in their own area and act responsibly, with due care, competence and diligence when dealing with colleagues, customers, suppliers, agents and intermediaries.

The LVMH Code of Conduct sets out ethical standards and principles that guide the company's operations to show the group's commitment, responsibility and integrity as an employer.

All Benefit UK employees must acknowledge and comply with the LVMH Code of Conduct. The LVMH Code of Conduct is accessible anytime on the company intranet and communicated frequently to all employees. New employees must acknowledge the LVMH Code of Conduct during the onboarding process.

3. LVMH Anti-Corruption Charter

All Benefit UK employees have access to the LVMH Anti-Corruption Charter. The Charter reaffirms the LVMH and Benefit Cosmetics' zero tolerance toward corruption and influence peddling. It sets forth a common set of rules and examples to prevent corruption.

4. LVMH Alert Line Policy

The LVMH Alert Line is a confidential and secure way to report any violation (or risk of violation) of the LVMH Code of Conduct.

All employees and external stakeholders are invited to ask for guidance, or to report, in good faith, existing or reasonable suspected ethical breaches of which they become aware. The reporting channel is designed to be a centralised and secure alert system that guarantees confidentiality

Retaliation is prohibited against a report made in good faith or assisted a whistleblower even if the allegation is inaccurate.

Benefit UK did not receive any reports of alleged modern slavery or human trafficking in any of its UK businesses or supply chain.

Employee due diligence

Benefit UK is fully compliant with UK laws and regulations on hiring practices. Benefit UK employees must be over the age of 18 and satisfy legal right to work requirements which are vetted by the Human Resources team before offering employment.

Supplier and Contractor Due Diligence

Benefit carefully chooses and regularly reviews its suppliers. Moreover, prior to engaging into any new contractual relationship with a supplier or contractor, Benefit indicates requiring suppliers and contractors to satisfy that they are complying with the Suppliers' Code of Conduct.

Benefit reserves the right to check adherence of its suppliers and contractors to the principles set out in the LVMH Suppliers Code of Conduct and to conduct compliance audits at any time. Upon reasonable request, Benefit makes sure that its suppliers and contractors shall supply the necessary information and grant access to Benefit representatives to verify compliance with the requirements of the Suppliers' Code of Conduct. Suppliers and contractors shall further keep proper records to prove compliance with the Suppliers' Code of Conduct and provide access to complete, original, and accurate files to representatives.

Benefit shall use its reasonable endeavours to ensure that all supplier and contractor template contracts contain clauses requiring suppliers and contractors to adopt similar anti-modern slavery standards and practices.

Training and Awareness

Benefit UK conducts regular training for its employees to ensure legal and human compliance across UK. The training enables Benefit to reduce business risk of non-compliance through efficient processes and reliable data and reporting. All documentation, policies and updates are provided for easy access via the employee portal for all employees.

It is mandatory for all Benefit employees to familiarise themselves with this statement. It forms part of the induction training process for new employees and is available in English. Benefit's aim is to eliminate any risk of Modern Slavery in its business operations and in its supply chains.

This statement is made pursuant to Section 54(l) of the Modern Slavery Act 2015 and constitutes Benefit's slavery and human trafficking statement for the financial year ending 31 December 2024

Benefit UK did not receive any reports of suspected human rights violations within its business or supply chain during the 2024 financial year.

Benefit UK remains committed to communicating a zero-tolerance towards modern slavery with employees and suppliers.

The Board of Directors of Benefit has approved this statement, and it has been duly signed by the following director

Andrea Lansbury
HR Director
Benefit Cosmetics UK & Ireland