

# REVOLUTION

BEAUTY LONDON

## MODERN SLAVERY STATEMENT 2024

### INTRODUCTION

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes the Revolution Beauty slavery and human trafficking statement for the financial year ended 29 February 2024.

### OUR ORGANISATION

Since the publication of our 2023 Modern Slavery Statement the total number of employees has reduced from 346 to 327, most of whom continue to be based in the United Kingdom. Our colleagues are all directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in this country, so our focus continues to be to ensure there are policies and procedures in place for our contractors and suppliers and to ensure adequate training and awareness for our employees.

### OUR SUPPLY CHAIN

Revolution Beauty Group PLC is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to acting ethically and with integrity in all its business relationships. Revolution Beauty uses a wide range of suppliers who supply goods for sale, provide services and support our operations.

### POLICIES

Revolution Beauty Group PLC has policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- Supplier code of conduct which provides guidance in the areas of Anti-Bribery and corruption, Gifts & corporate hospitality, Social Accountability and Modern Slavery;
- Animal Welfare covering issues related to animal testing and the use of non-vegan materials;
- Environmental Policy which outlines our requirements with respect to manufacturing and material restrictions as well as required International standards; and
- Quality Assurance and Control indicating our minimum standards of product quality

### DUE DILIGENCE

An updated supplier onboarding process has been implemented which will improve supplier screening from the perspective of employment practices and policies, including Health & Safety, Environmental Management, Animal Protection, Quality, Certifications and Code of Conduct.

Our intent remains to monitor suppliers we believe present high modern slavery risks in our supply chain, and we will do this on an ongoing basis.

### TRAINING

Our Modern Slavery Policy has been rolled out to all employees and continues to form part of our new employee induction process with an annual refresher for all employees.

In January 2023 we provided new Whistleblowing and Anti-Bribery policies to all employees.

### APPROVAL

This statement has been formally approved by our Chief Executive Officer.



Lauren Brindley  
CEO

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