

## Modern Slavery Statement

Beiersdorf Australia Ltd (**Beiersdorf**) is subject to the Modern Slavery Act 2018 (Cth) (**Act**) that commenced operation on 1 January 2019.

The Act requires reporting entities subject to the Act, to produce an annual modern slavery statement.

### Introduction

We are committed to operating our business lawfully and ethically in both our operations and supply chains, and working with suppliers that are aligned to our values.

We expect our suppliers to operate in accordance with all applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour.

We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection and staff inclusion and diversity. Beiersdorf has a Whistleblower Policy and “Speak up, We Care” an incident reporting channel for our employees as well as our customers, consumers, and stakeholders.

We take ownership and responsibility for compliance with the Act.

Particular steps we undertake include:

- Assessing the potential modern slavery risks in our operations and supply chains with emphasis on high risk geographical locations and business transactions
- Conducting regular due diligence on supply chains
- Developing and ongoing review of company policies on modern slavery in operations and supply chains
- Reviewing supplier contracts to ensure they contain terms that are consistent with the Act, including the Beiersdorf AG. Code of Conduct for Suppliers. Beiersdorf AG. is the parent company of Beiersdorf.
- Taking steps to address any potential modern slavery risks identified.

### Risk management and due diligence

To manage the risks of modern slavery in our supply chain, Beiersdorf has undertaken the following measures:

- introduced its first policy concerning modern slavery;
- undertakes regular audits of key suppliers through an independent external third party specialising in managing and improving working conditions in global supply chains (a programme run by our Beiersdorf AG.);
- questionnaire to suppliers to enable initial risk assessment through the same independent external third party;

- inclusion of modern slavery conduct as a prohibited area under our Beiersdorf AG. Code of Conduct for Suppliers.

## **Ongoing risk assessment**

Beiersdorf will work to increase collaboration with internal and external stakeholders to prevent and address any contribution that Beiersdorf may have to the global issue of modern slavery. Beiersdorf will achieve this by focusing on raising awareness of the forms of modern slavery among our employees and suppliers, continuing to evolve our due diligence processes to aid in the identification of risks, expanding the scope of our supply chain risk assessment, reviewing existing processes and exploring ways to improve identification and action on risks throughout our supply chain.