

## Modern Slavery and Human Trafficking Statement for Financial Year ended 31 December 2023 for Herbalife (U.K.) Limited and its subsidiary, Herbalife Europe Limited

Herbalife (U.K.) Limited ("the Company") is part of the Herbalife Group of companies, the ultimate parent of which is Herbalife Ltd., a premier health and wellness company listed on the New York Stock Exchange operating in over 90 countries. The business of the Herbalife Group is the manufacturing and sale of weight management products (meal replacement), sports nutrition products, vitamins and food supplements, and personal care products such as shampoos and cleansers, which are sold primarily through a network of independent distributors.

The Company is based in the UK at the Atrium, 1 Harefield Road, Uxbridge UB8 1HB. Through its subsidiary Herbalife Europe Limited, it employs approximately 140 employees. Its business is the sale of Herbalife products to independent distributors in the UK as well as Preferred Customers (consumers) as well as organising events and trainings for distributors and marketing and promotional activities. The Company does not itself engage in manufacturing nor enter into relationships with manufacturers or suppliers of raw materials. Products sold by the Company are generally manufactured for the Company's affiliates, in particular Herbalife International Luxembourg SarL by contract manufacturers in Europe and the USA and sold to the Company by its affiliates. Most contracts the Company enters into in the UK are with hotels, events companies, sponsorships, marketing services, promotional items and services in support of the running of the Company's office in the UK.

The Herbalife Group and the Company prohibit the use of all forms of forced or compulsory labour in our operations, and do not engage in any form of human trafficking. The Company forbids harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment.

We do not utilise forced or compulsory labour in our office in the UK and all our employees are above the legal working age. Working conditions and pay comply with legal requirements. The risk of human rights abuses within the UK and within its direct business relationships is low risk, given the nature of the Company's activities in the UK as outlined above. As far as the wider supply chain of the Company is concerned, the Group operates an Environmental, Social and Governance (ESG) program which uses well established third party platforms for assessment of human rights, ethical and environmental risk within certain high risk/very high risk suppliers of the Group, as well as other third party applications as outlined in more detail below.

More information on the programme of measures operated by the Group and the Company in relation to human rights is detailed below.

Firstly, the Herbalife Group actively promotes a culture of honesty, integrity and ethical behaviour where there is no tolerance of human rights abuses like modern slavery and human trafficking. This is embodied in our Group policies and processes. The Group has a Code of Conduct ("the Code"). That Code is the roadmap for Herbalife's purpose-driven mission to improve people's lives. To fulfil this mission, we work together to do the right thing and lead with personal and professional integrity. At the heart of this Code is our central value "We Do What's Right." All Company employees in the UK are required to comply with the Code and to undertake annual training on the Code. The Code also guides all our employees in our daily work, and requires that we be responsive to the concerns of the communities in which we operate — exercising the highest degree of honesty and integrity in our dealings with others.

Under the Code, the Herbalife Group commits to "Work Properly in the Global Marketplace." A core facet of this is the respect for human rights of others. We believe every person, everywhere, has the right to live and work with freedom and dignity. The work we do at Herbalife should positively impact the lives of others, preserve their basic human rights and comply with all applicable laws to prevent abuse. Under the Code, all employees are required to follow the laws carefully that apply to protect human rights. In particular they must focus on making sure all people have: safe, secure and healthy work conditions, fair pay for all, work hours that are compliant with all applicable legal regulations, a

choice of whether or not to work and freedom of association and the right to collective bargaining. The Code specifically prohibits: child labour, forced labour, and human trafficking.

In 2020, Herbalife became a signatory of the United Nations Global Compact (UNGC) and is guided by the UNGC's 10 principles regarding human rights, labor, the environment and anti-corruption. We also embrace the United Nations Women's Empowerment Principles.

In 2022, we took a step further and introduced a specific policy for our employees on Human Rights which aims to further reinforce and clearly state our commitment to treating people with dignity and respect as well as providing and supporting all human rights, including labour rights. It is overseen at the highest level within the Herbalife organisation. Our Human Rights Policy conforms to: the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises.

We also have policies against harassment, discrimination and retaliation and workplace violence and regularly train employees on these topics. Employees have access on our intranet to these policies, which detail how employees can make a complaint against any human rights violations, issues regarding safety in the workplace, discrimination, harassment or any other issue.

In relation to our employees, those working in our Human Resources team are vigilant in their recruitment processes to ensure potential employees are voluntarily applying for roles and there are no signs of exploitation. Employees are free to join Unions and leave the Company upon giving notice without penalty. Salaries are reviewed annually in the UK to ensure fair pay in accordance with market practices and requirements.

In line with Herbalife's Code and annual ethics training, all employees are made aware that they are personally responsible for reporting possible misconduct, including human rights violations within our business or within our supply chain. Employees may bring their complaint to their supervisor, the Ethics & Compliance Office, the Legal Department, the Human Resources Department, an externally run hotline, as appropriate. Failure to report a human rights abuse is itself a breach of the Code. All employees are made aware in trainings on the processes to raise ethical concerns, which includes the confidential toll-free hotline where violations can be reported. Any complaints or violations that are raised by employees are logged via the global investigation portal and then investigated (or assigned to an appropriate person to be investigated) by our Ethics & Compliance office. The channel is also available to third parties who may also report issues through the hotline.

As far as our suppliers are concerned, we do not work with suppliers who do not share our values which includes our commitment to protecting human rights.

We screen all new suppliers globally using a due diligence solution application, against international sanctions lists which includes entities and persons deemed to have participated or been complicit in slavery or human trafficking. We also continuously screen our existing over 10,000 suppliers globally including those in the UK daily for new red flags with this application. Enhanced due diligence is performed on new high risk suppliers through a second application which also flags adverse media and ethical concerns including connections with slavery and human trafficking. Any red flags are noted and considered and the Company will refuse to work with a supplier which engages in human rights violations.

In the UK, during 2023, we also required most suppliers to commit via contract to comply with our Herbalife Code of Conduct or an equivalent code of their own.

We also have and are continuing to develop our global ESG programme to assess and monitor the risk of human rights abuses as well as ethical and environmental issues in our supply chain. This current

focus of this programme is our high or very high-risk suppliers which are members of 3<sup>rd</sup> party platforms, EcoVadis or Sedex. We utilise these platforms to help us identify high/very high-risk suppliers and to access risk assessments in relation to individual suppliers. Suppliers' human rights compliance is rated by EcoVadis/Sedex and we review, monitor and report to all relevant stakeholders.

In relation to the direct supply side of Herbalife's business which is not handled from the UK, the Company's affiliates who handle these relationships take care to choose the right business partners and to get to know them and their businesses in detail. Our contract manufacturers are few in number and many of them have been working with the Company's affiliates for years, we know them and their businesses in detail.

In 2023, the Company's affiliates who deal with our direct suppliers also required direct suppliers to comply with our Supplier Code of Conduct launched in 2021 ("the Supplier Code"). This Supplier Code contains specific requirements for suppliers in various areas including: human rights, anti-bribery, child labour, forced labour, human trafficking, slave labour and supply chain transparency. It follows many of the expectations outlined in international conventions such as the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, the United Nations Global Compact's Ten Principles, the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises and includes a requirement that our suppliers will not engage in human trafficking or modern slavery and will implement procedures to ensure compliance.

The Company continues to track and assess its risk and look for ways to further develop processes and systems to reduce the possibility of human rights abuses and inappropriate working conditions in its business, its suppliers and its supply chain.

This statement was approved by the Board of Directors on 11 June 2024.

Signed:

  
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James Segal

Director