

L'OCCITANE

EN PROVENCE

MODERN SLAVERY STATEMENT

Introduction:

The purpose of this Modern Slavery Statement is to outline the measures and actions taken by L'OCCITANE EN PROVENCE during FY24 to identify, prevent, and address modern slavery and human trafficking within our operations and supply chains. This statement demonstrates our commitment to ethical business practices and compliance with relevant legislation, including the UK Modern Slavery Act 2015.

Our organization and structure:

L'OCCITANE Limited, headquartered in London, UK, along with its subsidiaries for L'OCCITANE EN PROVENCE, is a prominent entity in the cosmetics industry. As part of the L'OCCITANE GROUP, we are involved in creating, developing, manufacturing, and distributing beauty products. L'OCCITANE GROUP employs today 9255 people in 90 countries around the world. The UK offices primarily serve as warehousing and distribution centers.

L'OCCITANE's manufacturing procurement, managed by its French affiliate Laboratoires M&L, upholds responsibility in selecting materials and engaging with suppliers and subcontractors. The procurement strategy encompasses direct sourcing of pivotal raw materials for product formulations, alongside finished goods from external manufacturers. This strategic approach has cultivated enduring collaborations with producers, ensuring ethical and sustainable sourcing practices. Our network includes 130 farms across Provence and Corsica, women-led cooperatives in Burkina Faso and Morocco, and local artisans in Brazil. Moreover, our tier 1 suppliers are integral to our robust responsible procurement initiative, aptly named #NotJustSuppliers.

Human Rights in the value chain:

L'OCCITANE has been a proud member of the United Nations Global Compact since FY2011, aligning with its sustainability principles and actions. This dedication has earned us the distinction of 'Early Adopter,' a testament to our enhanced communication on progress. We are steadfast in our commitment to the core principles of labor and human rights, as enshrined in our Group Code of Business Conduct and echoed in the United Nations Global Compact pledge. Our commitment extends throughout our entire value chain, adhering to the International Labour Organization's (ILO) eleven fundamental conventions. Respecting human rights is ingrained in our responsible sourcing and procurement practices and is a shared value with our business partners.

Due Diligence Process:

As an alumnus of the United Nations Global Compact Business and Human Rights Accelerator, L'OCCITANE has established a robust Human Rights Due Diligence Process, guided by the accelerator's principles and the United Nations Guiding Principles. This process is designed to proactively identify, prevent, mitigate, and account for modern slavery risks.

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Also, L'Occitane en Provence is a founding member of TRaceability Alliance for Sustainable CosmEtics (TRASCE), launched in 2023. Of 40 commodities considered by TRASCE, L'OCCITANE Group has prioritised the six of most significance to L'OCCITANE en Provence: palm oil, coconut oil, castor oil, plastics, glass and aluminium. The traceability data will provide on ESG issues such as environmental performance and fair wages will enable the brand's supply chain specialists to work with them to reduce and mitigate risks.

Commitment to Preserving Human Rights:

To further our commitment, L'Occitane Ltd has made significant donations to various organizations that work tirelessly to protect and promote human rights. Some of our key contributions include:

- African Rainbow Family: Cash donation supporting Diversity & Inclusion operations.
- Women Aid UK: Cash donation to support a platform for women facing domestic violence.
- Hygiene Bank: Product donation to support shelters.

Next steps:

- A Group Human Rights Policy will be published to demonstrate our unwavering commitment to respecting human rights and maintaining zero tolerance for modern slavery.
- A publicly accessible grievance mechanism will be established in the coming fiscal year to encourage transparency and provide a safe platform for employees, suppliers, and stakeholders to report concerns related to social and human rights issues. This channel will ensure anonymity and protection for whistleblowers, fostering an environment of trust and accountability.
- The EcoVadis social and human rights topic score will be taken into our evaluation and decision-making processes. This score will help us assess the performance of our suppliers and partners in areas such as labor practices, human rights, and ethical conduct.

Dianna TIEU
Managing Director

Signature: 
Date: 8th April 25