

Modern Slavery and Human Trafficking Statement for Financial Year ended 31 December 2020 for Herbalife (U.K.) Limited and its subsidiary, Herbalife Europe Limited (together “Herbalife Nutrition”)

We at Herbalife Nutrition recognise that modern slavery and human trafficking are significant problems in our global society that must be tackled by vigilance and continuous efforts. As a responsible and compliant company, we support the UK Modern Slavery Act 2015 (“MSA”) and we welcome the opportunity to restate our commitment in this respect. This statement is issued pursuant to section 54 of the MSA.

At Herbalife Nutrition, we are committed to ensuring there is no place for modern slavery nor human trafficking in our business and our supply chain. We operate to the highest ethical standards in our recruitment processes and in the internal culture which we promote. Our guiding principles are honesty, integrity, and ethical decision-making.

In relation to our supply chain, Herbalife Nutrition’s direct sourcing contractors account for the largest percentage of its supply contractors. The direct sourcing contractors with which Herbalife Nutrition conducts business are well established ethical businesses which, in almost all cases, have their own well established formal policies and procedures prohibiting modern slavery and forced labour in the workplace.

Herbalife Nutrition has however, during the 2020 financial year, taken further positive steps to ensure its suppliers comply to the highest ethical standards. Herbalife has developed a new Supplier Code of Conduct (“the Supplier Code”) which it is launching in 2021 and will roll out to its key suppliers over time.

The Supplier Code will set out our requirements for our suppliers in various areas including human rights, anti-bribery, child labour, forced labour, human trafficking and slave labour. It will follow many of the expectations outlined in international conventions such as the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact’s Ten Principles, the International Labor Organization’s standards and the OECD Guidelines for Multinational Enterprises.

The Supplier Code includes a commitment that our suppliers will not engage in human trafficking or modern slavery and will implement procedures to ensure compliance. There will be 3 main phases to the roll-out of this initiative. The first phase will involve embedding the Supplier Code with our top 25 key direct suppliers globally. Phase 2 will focus on distributing the Supplier Code to other key direct suppliers and phase 3 will focus on distribution to a number of indirect suppliers.

Additionally, Herbalife Nutrition currently ensures that all its suppliers are required to be bound by Herbalife Nutrition’s Corporate Code of Business Conduct (“the Code”) or an equivalent code of their own. The Code is the roadmap for Herbalife Nutrition’s purpose-driven mission to improve people’s lives. To fulfil this mission, we must work together to do the right thing and lead with personal and professional integrity. We must speak up when we see or hear about conduct that violates the Code.

In relation to our employees, we believe employment should be chosen and must never be forced. 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 have access on our intranet to our policies against discrimination, harassment and retaliation, which detail complaint and grievance procedures and how employees can inform HR personnel of any human rights violations. Employees are free to leave upon giving notice without penalty.

In addition, in line with Herbalife Nutrition's Code and annual ethics training, all employees are made aware that the responsibility to report possible misconduct, including human rights violations, such as in relation to modern slavery, within our business or within our supply chain, applies to everyone and we all share in the responsibility of upholding our Code. All employees are made aware in trainings on the processes to raise ethical concerns, which includes a confidential toll-free Integrity 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 thoroughly.

Additionally, we have Ethics & Compliance Office ambassadors located in various of our office locations in EMEA: any reports of slavery or human rights violations noticed by them would be urgently investigated.

Herbalife Nutrition continues to look for ways to develop and maintain strong and effective systems to reduce the possibility of any involvement in modern slavery or human trafficking by those in our supply chain and in our business.

This statement was approved by the Board of Directors on 18 March 2021.

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James Segal

Director