

**Modern Slavery and Human Trafficking Statement for Financial Year ended 31 December 2021 for Herbalife (U.K.) Limited and its subsidiary, Herbalife Europe Limited (together “Herbalife Nutrition”)**

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 ensuring that we conduct our business ethically and with integrity. This statement sets out our commitment to identify and eradicate these practices within our business and supply chains and to operate with and promote our guiding principles: honesty, integrity and ethical decision-making.

Herbalife Nutrition’s direct sourcing contractors account for the largest percentage of its supply contractors within our supply chain. 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.

The Herbalife Supplier Code of Conduct (“the Supplier Code”) which launched in 2021 sets out our requirements for our suppliers in various areas including human rights, anti-bribery, child labour, forced labour, human trafficking and slave labour. 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 Global Compact’s Ten Principles, the International Labour Organization’s standards and the OECD Guidelines for Multinational Enterprises and includes a commitment that our suppliers will not engage in human trafficking or modern slavery and will implement procedures to ensure compliance. The roll out of this initiative is underway starting with embedding the Supplier Code with our top 25 direct suppliers globally. The plan is to then extend this roll out further to other key direct suppliers and ultimately 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 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 to the policies mentioned above, Herbalife Nutrition have taken one step further and introduced a policy on Human Rights which aims to reinforce and clearly state our commitment to treating people with dignity and respect as well as providing and supporting all human rights, including labor rights. This policy seeks to reinforce our first and most important value – always do what is right - and was specifically designed to conform to and respect other international conventions. It is overseen at the highest level within the Herbalife Nutrition organisation.

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 those 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 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 23 March 2022.

Signed: .....  .....

James Segal  
Director