

German Supply Chain Due Diligence Act

Dear partner,

At Beiersdorf, we care for all employees along our entire value chain. This is an integral part of our **"CARE BEYOND SKIN" Sustainability Agenda**. Therefore, it is a high and non-negotiable priority for us to demand and promote human rights and environmental due diligence within our own operations and along our supply chains.

We support the establishment of binding legal requirements such as the German Supply Chain Due Diligence Act, which came into effect on January 1st, 2023. We continuously evaluate and adapt our internal and external policies and processes in a cross-functional approach to ensure we comply with applicable laws and regulations.

Please find enclosed an overview of our measures in place to comply with the Act:

- Our human rights policy statement is available on our [corporate website](#)
- Internal responsibilities for human rights due diligence have been defined
- Beiersdorf has a global risk management system in place that considers social and environmental risks, aligned with the requirements of the Corporate Sustainability Reporting Directive (CSRD)
- At least annually, dedicated risk analyses are conducted to identify and prioritize human rights and environmental risks in our own operations and in our supply chain
- Beiersdorf's [internal](#) and [external](#) Codes of Conduct (CoC) were updated to fully comply with the requirements stated by the Act
- Selected and prioritized business partners are assessed or audited through internationally well renowned platforms and standards such as EcoVadis or SMETA-4-Pillar
- For our high-risk supply chains (e.g., palm oil), dedicated responsible sourcing programs are established to extend our impact beyond our direct suppliers along the supply chain
- Our own production centers are audited according to the SMETA-4-Pillar social audit standard
- Various grievance channels allow all employees along the value chain to raise complaints and concerns anonymously
- All our staff is regularly trained on the content of our Employee CoC and basic human rights due diligence obligations
- Procurement staff is additionally trained on the content of our CoC for Business Partners and dedicated human rights due diligence processes
- A voluntary human rights due diligence training for Business Partners has been launched on our [corporate website](#) and is offered at no cost

The above gives us confidence in our ability to meet all requirements set by the German Supply Chain Due Diligence Act. If you would like to learn more about our engagements, please visit our homepage or reach out to: procurement.sustainability@beiersdorf.com

December 2024



Jean-François Pascal
Vice President Corporate Sustainability