

Charlotte Tilbury

PEOPLE

LIVING OUR PURPOSE

At Charlotte Tilbury, our guiding purpose is to help everyone feel and look the most confident, beautiful version of themselves. As we grow as a business, we are proud to play a positive role in the world by championing human rights wherever we operate. We are aware that our impact on human rights may extend beyond the reach of existing policies that is why we have developed this overarching human rights statement to demonstrate our commitment to respect the rights of our customers; our employees; our contractors; our partners; and the people who help us source, make, and move our products. As both a buyer and an employer, we are committed to upholding and respecting the human rights of the people who work on our behalf globally.

SUPPORTING HUMAN RIGHTS

Human rights are fundamental principles based on dignity, fairness, equality and respect; all core values at Charlotte Tilbury. These rights allow an individual to lead a dignified and independent life, free from abuse and violations. These basic rights include freedom of speech, privacy, health, life, liberty and security, as well as access to clean water and sanitation and an adequate standard of living. We live in an increasingly globalised society and the upholding of these rights remains as important as ever in today's complex and uncertain world. Some human rights violations, such as modern slavery, are serious crimes where some of the most vulnerable people in society are exploited for criminal gain.

We are committed to supporting the principles as set out in the International Bill of Human Rights encompassing the Universal Declaration of Human Rights (UDHR); International Labour Organization's (ILO) Core Conventions and Declaration on Fundamental Rights at Work, and the human right to a clean, healthy and sustainable environment, The International Covenant on Economic Social and Cultural Rights (ICESCR), and the International Covenant on Civil and Political Rights.

Our commitment to Human Rights covers all individuals working for the Company globally, including both permanent and temporary employees, contractors and third parties who have access to our electronic communication systems and equipment are also required to comply with our commitments.

OUR COMMITMENTS

As our business grows, we seek to uphold the highest standards of human rights across our business and value chain, we strive to do this through the following Commitments:

- We are committed to respecting internationally recognised human rights and applicable law and regulations within our business and value chain.
- We strive to ensure good working conditions for everyone working for us and in our value chain.

- We undertake human rights due diligence with our suppliers to identify, prevent, and mitigate harm and where required we will respect and support remediation.
- We will engage with communities, society, and other stakeholders who are connected to our partners, on human rights matters that are important/related to the beauty sector value chain.
- We will undertake human rights impact assessments of our value chain in areas identified as high risk and in any area where a particular issue has come to our attention.
- We will monitor, assess, and report on the risks of human rights abuses, in our annual Modern Slavery statement in line with relevant and applicable laws.
- We will undertake investigations as appropriate where adverse impacts are identified, or the potential of adverse impact is suspected.
- We will provide tools and guidance on the implementation of human rights due diligence where required.

OUR EMPLOYEES

- We are committed to respecting the rights of our employees in accordance with internationally recognised human rights. We do so by various internal policies which are complemented by our Equal Opportunity Policy.
- All employees are expected to conduct themselves within the letter and spirit of this policy and conduct business with honesty and integrity and to high standards of ethics and compliance.

WORKING WITH SUPPLIERS

We recognise that our suppliers operate in different countries with different legal regulations and societal environments. Through our Supplier Code of Conduct, we clearly set out the expectations in addressing or dealing with human rights matters, including child labour, forced labour, discrimination, worker health and safety, environment, ethical practices, privacy and anticorruption and meeting our own high standards of ethical trade.

Suppliers are expected to ensure that they adhere to all our policies along with our Supplier Code of Conduct across their value chain that provide materials, ingredients or components to be used in CT products. Any other Policy or standards adopted by Suppliers should meet the expectations of our standards and policies as a minimum.

OUR CONSUMERS

Our consumers trust us to deliver products which are manufactured in respect of the human rights of all people involved in our value chain. Our products are manufactured in accordance with demanding sets of standards on both quality and human rights.

Consumers trust us with their personal information and, we recognise are committed to respecting their privacy and safeguarding any data which we may hold.

MONITORING AND RAISING CONCERNS

All employees must take a vigilant approach in relation to activities which might impact human rights and should immediately 'Let us Know' if they have any concerns and/or detect of any breaches of human rights or this Policy. You can report this to a member of the Senior Leadership Team or through the CT Reporting Channel <https://charlottetilbury.ethicspoint.com>. Any concerns reported will be taken seriously and investigated confidentially in line with the Reporting Channel policy. There will not be any retaliation against those who report actual or suspected breaches in good faith.

^[1] <https://www.ohchr.org/en/what-are-human-rights/international-bill-human-rights>

^[2] <https://www.ohchr.org/en/special-procedures/sr-environment/about-human-rights-and-environment>